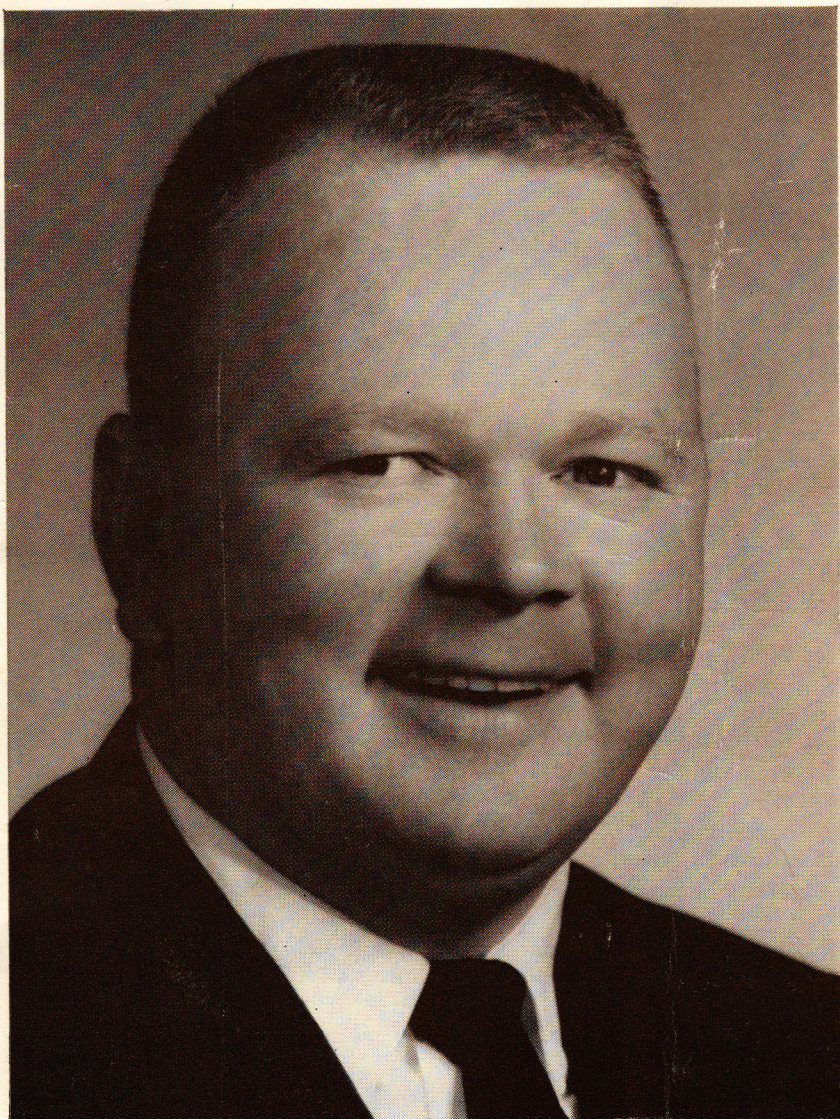


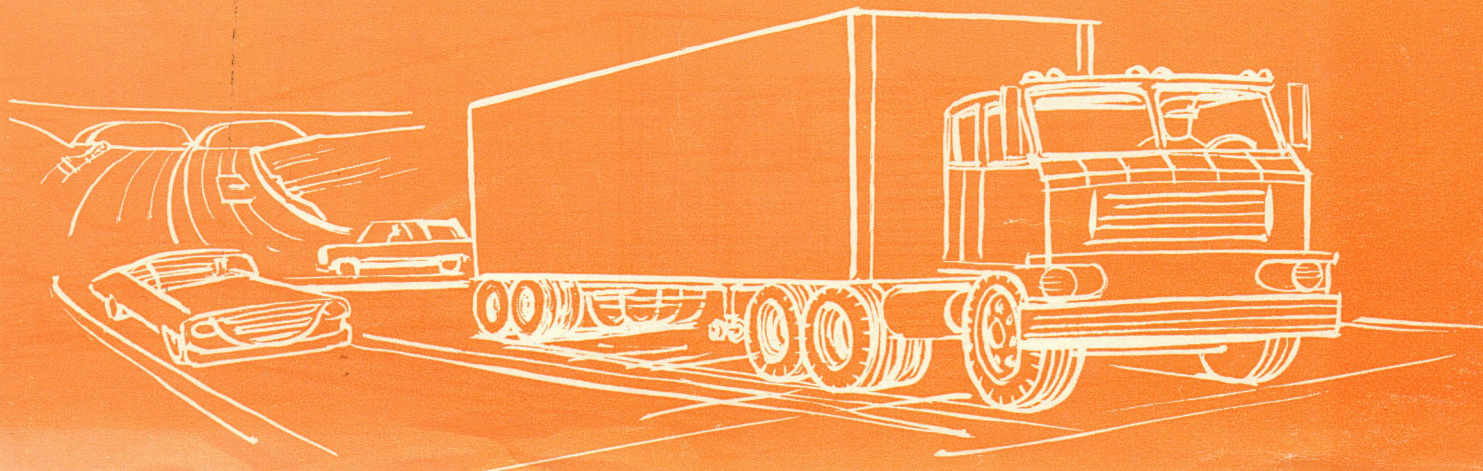
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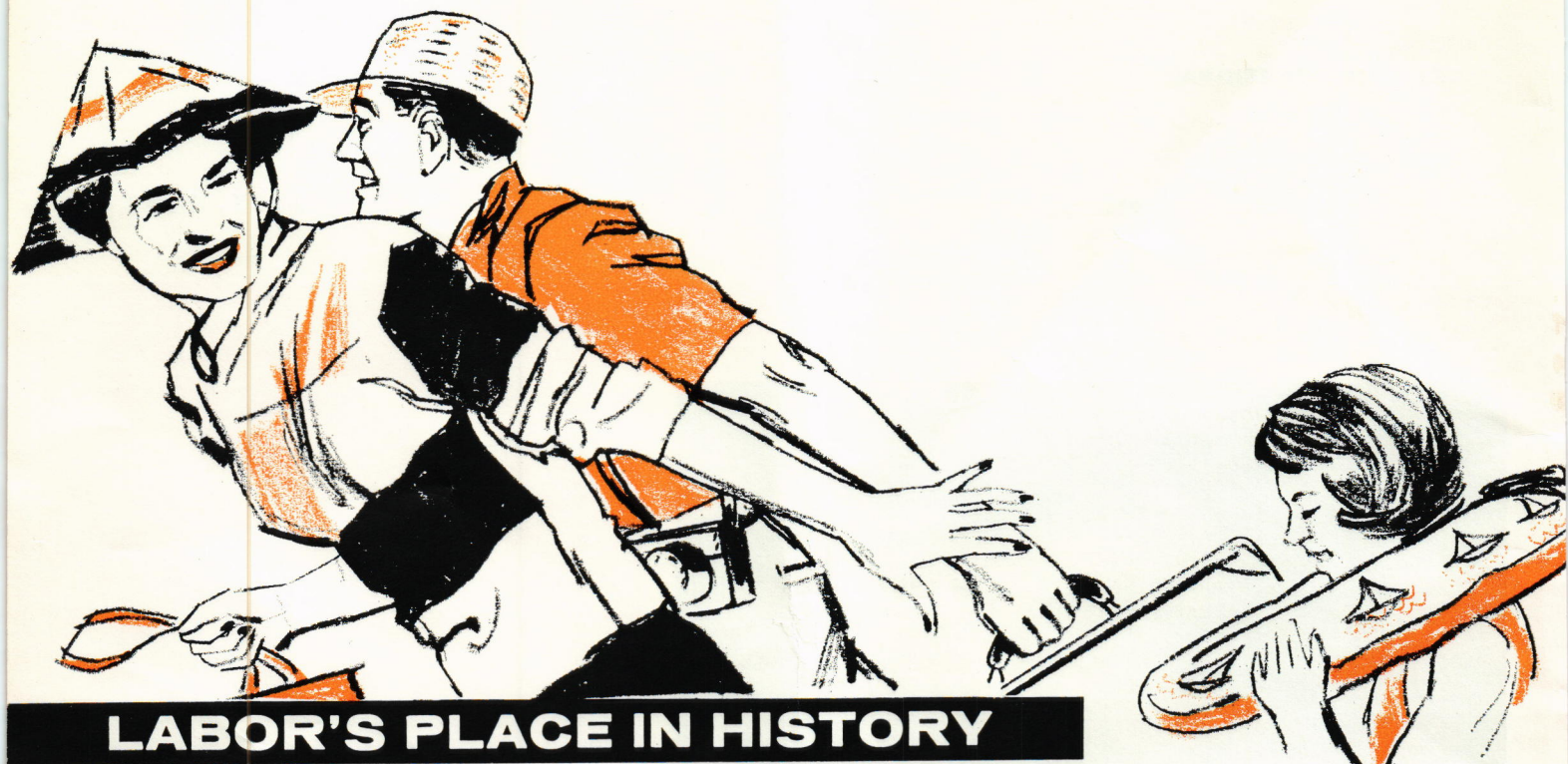


Teamster James Martin

***Local 637
Member Driver
of the Year***

See Page 14





LABOR'S PLACE IN HISTORY

"THE ENJOYMENT of a vacation with pay has long been one of the more important aspirations of American labor. It has been a goal of labor, not only because it makes possible leisure and relief from everyday cares and duties, but also because the right to a vacation with pay is a mark of social status and a recognition of the worth and dignity of the ordinary laboring man."

Those words are taken from a President's Emergency Board statement made in 1941. Yet in 1940, a year earlier, the Bureau of Labor Statistics found that only about 25 per cent of all workers under union agreements were covered by paid-vacation clauses. Non-union workers, lucky to get a vacation without pay, were not counted.

Organized labor has continued to press for better vacation schedules in the years since. Its success has been notable. And as is usually the case where trade unionism is strong, the non-union workers have benefited too.

Only the other day, the BLS came up with some new, startling vacation statistics that bear publicizing in view of the summer months coming up. Based on a recent study of 1,970 major collective bargaining agreements covering 1,000 or more workers each, it was discovered that:

- A maximum vacation length of 4 weeks or longer is provided in 72 per cent of the contracts studied, compared with 43 percent in 1961 and 20 per cent in 1957.

- In respect to eligibility requirements, the largest number of agreements now specifies 20 years of service for 4 weeks' vacation, compared with 25 years in both 1961 and 1957.

- There has been a sharp increase in the number of agreements granting 4 weeks of vacation after 15 years on the job.

- Of the 1,970 agreements covered, nearly 89 per cent provided for vacations with pay, with the duration of the vacations usually graduated according to length of service. Most of the agreements without such provisions were in the construction industry.

BLS points out that for the first time, a substantial number of agreements now provide for a basic vacation allowance of 5 weeks or more.

Too, there is a welcome downward trend in eligibility requirements as reflected in the growing number of agreements that guarantee workers 2 weeks' vacation after 3 years on the job and those giving 3 weeks after 10 years' service. Some 44 per cent of all vacation plans provide 2 weeks off after 2 years on the job.

Between the 5-year and 10-year service level, the proportion of agreements granting 3 weeks has moved up to 64 per cent. For workers with 20 years or more at their task, more than one-half of all contracts call for vacation allowances of 4 weeks or longer.

There isn't the slightest doubt that the increased acceptance of the principle and practice of paid vacations for wage earners has been due largely to the influence of the trade-union movement. The only vacation vacuums still existing are in the seasonal and casual industries, and in those unenlightened non-union sweatshops.

Every union member in the land is obligated to give thanks to the pioneers of collective bargaining who have created liberal vacation schedules through contract negotiations.

And every non-union worker, likewise, should be thankful for his annual vacation with pay—given him by an employer usually as a defensive gesture against the threat of unionism.

Have a good vacation!

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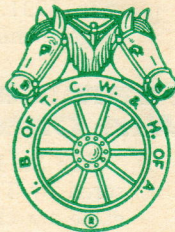
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**Compulsory Arbitration Delayed
But Debate in U. S. Senate
Emphasizes Labor Sacrifice**



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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*From
The*



FIELD

Teamster is Mayor Of California Town

Roy Nestelt, a member of Teamster Local 302 in Oakland, Calif., recently was elected mayor of El Cerrito, Calif. A former employee of Royal Jersey Milk Co., Nestelt took office as mayor of El Cerrito last May 1.

Philadelphia Organizer Retires After 30 Years

William Maloney, an organizer and long-time business representative of Teamster Local 169 in Philadelphia, Pa., was honored with a retirement dinner recently as he ended 30 years' service to the labor movement.

Maloney, better known as "Wild Bill," was one of the original organizers of the waterfront warehouses, and also played a prominent role in organizing retail clerks in the food industry.

Besides his union work, he devoted a lot of time to helping charitable organizations and also raised a family of 15 children with the "assistance" of Mrs. Maloney.

San Diego Officer Retires After 30 Years

Larry Smith, a Teamsters Union official for more than 3 decades and during most of that time secretary-treasurer of Teamster Local 683 in San Diego, Calif., retired recently.

Smith also retired as vice president of Teamster Joint Council 42 in Los Angeles.

Once Champ Jockey Retires from Office

Jack Huntamer, one-time world champion jockey and a beer driver since the end of prohibition, retired recently as vice president of Teamster Local 683 in San Diego, Calif.

Huntamer was a jockey from 1916 to 1924 and was the world's leading rider in 1922. He joined the Teamsters Union in 1938 and has served as vice president of his local union for the past 20 years.

New York Local Officer Honored

Tom Simcox, president of Teamster Local 804 in Long Island City, N.Y., was honored recently by the American Parkinson Disease Association.

Simcox was a guest of honor at the association's annual show in New York City and was presented a plaque as the first representative from the field of labor to be recognized for his interest in the organization's fight against Parkinson's disease.

Indiana Teamster Rescues Children

Sylvester Barnes, a member of Teamster Local 1049 and an employee in the Continental Can Co., plant in Elkhart, Ind., recently was honored by the Elkhart city council for rescuing 4 children from a burning home.

Barnes was a passerby when he noticed a house burning nearby. A check with neighbors gave Barnes the information that there were probably children in the house.

The Teamster went around to the back of the residence, kicked in a window, and climbed inside while the neighbors were phoning the fire department.

Barnes collected the youngsters, including a baby, and handed them out the window to other people who had collected at the back of the house. The oldest child was 5 years and the youngest 9 months. The mother was visiting next door and did not know the house was burning.

Firemen said the blaze was started by ashes cleaned from a space heater and dumped on the front porch.

Driver Ends Career Of 50 Years on Road

Arthur H. Carpenter, a member of Teamster Local 261 in New Castle, Pa., retired recently after driving almost 50 years over the road.

Carpenter first went to work for Keystone Trucking in 1918. In the years since, he piled up many memories. For example, in the 1920's, it once took him a week to drive to Philadelphia because of the reaction of solid rubber tires to icy roads.

In 1931, he became the first driver in his area to get behind the wheel of a tractor-trailer.

Teamster Bantams Win Championship

The St. Paul Bantam Hockey League team sponsored by Teamster Local 975 in the Minnesota city came up champs of the district this past season to add more trophies to their collection.

In 3 years of competition, the Teamster pucksters have won 4 trophies. The union donates the league entry fees and pays for the boys' uniforms.

Chicago Local Officer Suffers Heart Attack

John J. Fiore, vice president of Teamster Local 706 in Chicago, died recently following a heart attack.

Fiore, elected to office in 1958, was hospitalized for 6 weeks for treatment before his death.

Message of the General Vice President



Danger Signs

DURING THESE summer months, our members will be enjoying paid vacations away from the job, a bit of relief from the tedious business of putting bread and butter on the family table.

The old-timers in the union will remember that the paid vacation was not always a part of the contract. For many of those who have come into the labor movement in the last several years, a paid vacation has come as a matter of course.

The vacation clause in the contract, however, tells only a part of the story. Today's wages are such that we can jump in a shiny new auto to drive to a vacation spot, or even fly to a distant part of the country to visit relatives and friends.

Because of the struggle of labor over the years, there is money available for the enjoyment of the nicer things in life, and that is as it should be.

Yet, there are warning clouds on the horizon which hint that it might not always be so.

This issue of the *International Teamster* deals at some length with the issue of the Administration's proposal for compulsory arbitration in the railroad dispute. Although it is not called compulsory arbitration by all, the Senate version strips the worker of his right to strike.

The history of organized labor is plentiful with examples of battles engaged in just to win the right to strike in this country. And labor historians have filled volumes with the benefits which the working men and women have gained because they were willing to walk out of the plant and set up picket signs informing the public of their grievances. That is not to say that labor has been strike-happy; it has not. But, knowingly and with caution, strikes have done much to improve the standard of living of every single American.

We are much concerned that there seems to be such strong appeal in the Halls of Congress to take away the one weapon which labor used to fight its way out of the nation's sweatshops and into the mainstream of American standards.

Too, we are concerned at the deviousness of the propaganda mills of enemies of labor which brainwash the American public into thinking that collective bargaining no longer works.

Fortunately, in the House of Representatives, there seemed to be considerable support to preserve labor's right to strike.

Certainly, if the threatened strike in the rails would be detrimental to our foreign policy commitments in Vietnam, all efforts should be made to reach a settlement without a strike. However, the best way to reach a peaceful settlement is to send negotiators from both sides to the bargaining table with instructions to bargain in good faith.

What the Senate has done, however, is to put all the pressure on the six shop-craft unions, and has given the carriers further opportunity to exploit their workers while they reap profits from transporting war materials for Vietnam.

It is free collective bargaining which has done so much for this great country. It is not compulsion. We sincerely hope the Senate will review its action, in conference with House members, and not set a precedent for compulsory arbitration in labor disputes.

If it does not, collective bargaining will be something of the past, and it won't be too much longer before management will turn to government to strip away our vacations, our good wages, and our good working conditions which were all obtained in free collective bargaining — not from compulsory arbitration.

A handwritten signature in cursive script, reading "Frank C. Johnson".

STATE OF THE UNION

On West Coast

Teamsters and Longshoremen Strike In Rejecting 'Puny' Employer Offer

As the *International Teamster* went to press, some 25,000 members of Teamster and Longshoremen locals on the West Coast were striking warehouses after rejecting what was described as a "puny" management offer on the renewal of a contract that expired May 31st.

All Teamster locals and locals of the International Longshoremen's and Warehousemen's Union pledged full support to the Northern California Warehouse Council—a joint bargaining committee established by the unions.

International Vice President George Mock heading the Teamster representatives and Louis Goldblatt for the ILWU, co-chairmen of the council, announced that negotiations were continuing since picket lines went up June 12th. However, there was no material progress in the first days after the strike got underway.

All major issues were unsettled, including wages, health and welfare,

work conditions, hours, overtime, and vacations. The council represents warehousemen from 22 local unions in an area ranging from Bakersfield, Calif., to the Oregon border.

A membership vote in the last week of May authorized the negotiators to call a strike if the employers did not make a satisfactory offer. The strike vote was 95 per cent in support of the unions' position.

Negotiating for some 600 employers are 12 employer associations. Their contract offer included a "puny" wage increase and virtually no improvement on fringes.

At one point before the strike began, the employers attempted to split the IBT-ILWU ranks by offering health and welfare provisions to the Longshoremen alone, excluding the Teamsters.

This was rejected to the credit of the ILWU and the council ranks remained solid.

The Northern California Warehouse Council was established by the Teamsters and Longshoremen more than 3 years ago to facilitate negotiations with the coastal warehousing. Whereas before the employers had been able to keep the 2 unions off balance by division, now it was a different situation and an excellent initial contract was negotiated without a strike by the council.

As Teamster Vice President Mock put it, "remarkable progress has been made" since the establishment of the council. Now, as the ILWU's Goldblatt described the current situation, "the employers are trying to wipe out all kinds of gains made over the years."

Meanwhile, the strike has moved along with 100 per cent effectiveness and the only bright spot in the picture as June came to a close was that negotiations were continuing on an almost around-the-clock basis.

Carhaul Pact Negotiations Progress

Teamster negotiators working for completion of a renewal of the National Master Automobile Transporters Agreement have won agreement from employers on the national agreement, and have only now to work out the area riders and supplements.

Teamster General Vice President Frank E. Fitzsimmons heads negotiations which began in Washington, D. C., early in June, and then shifted to the West Coast.

The agreement covers approximately 15,000 Teamster members across the nation.

Firm Ordered To Bargain With Local 294

The employer acted unlawfully by refusing to bargain with Teamster Local 294 of Albany, N.Y., and discharging and refusing to reinstate employees, and threatening and coercing them in connection with their union activities, said the National Labor Relations Board in a recent decision.

Involved was Ben Ginsburg, Inc., doing business in Brunswick, N.Y., as Brunswick Meat Packers and the Brunswick Tallow Co.

Sustaining the trial examiner, the Board said the company's truck drivers signed authorization cards and turned them over to the union representative who then requested recognition. The employer refused, contending there was a "good faith doubt" of the union's majority status. An unfair labor practice strike followed.

Workers Reinstated

Later, employees who unconditionally requested to return to work were refused reinstatement by the employer. Among those fired was a worker who spearheaded the union's organizational efforts. The examiner also found that the employer violated the Act by interrogating and threatening employees and giving them the impression their activities were under surveillance.

The Board ordered the employer to cease the unlawful conduct, reinstate the workers with backpay and interest, and bargain with the union upon request.

Teamsters Join 3 Other Unions To Protect Christmas Bonus

Teamster Local 163 of Akron, Ohio, in conjunction with 3 other unions, recently won a National Labor Relations Board case in which it was held that the employer violated the Act by changing its formula for a Christmas bonus payment without bargaining.

Besides the Teamster local union, the charge against the Beacon Journal Publishing Co., also involved Pressmen, Paperhandlers, and Mailers local unions.

None of the union contracts with the employer provided for a Christmas bonus which the company initiated and had been paying for about 20 years. Described by the employer as "voluntary," no prior annual notice or announcement of the bonus was made to the unions or the employees.

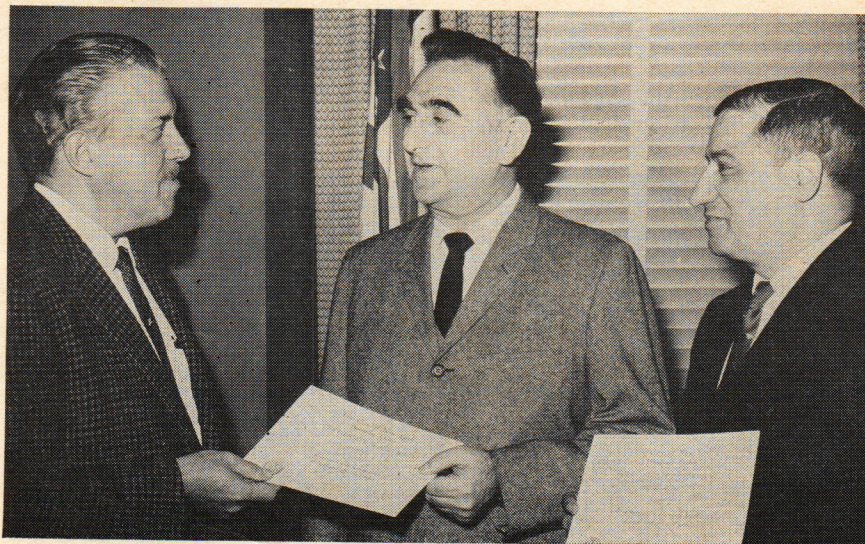
The company determined who would be recipients of the bonus and until December, 1965, paid an amount equal to 2 weeks' pay at the wage rate actually being paid the employees on the distribution date. However, in 1965, the company departed from its practice of granting the bonuses. No prior notice of the departure was given to the unions or employees.

The examiner noted that the company rejected one of the unions' contract requests relating to the Christmas bonus and insisted upon a "zipper" clause in all its contracts with the unions. The "zipper" clause—in 1962 and 1964 contracts—provided that the parties had no agreements or understandings related to matters not covered by the contract, and contained no mention of the Christmas bonus.

However, the employer contended the unions waived this right by their continued acquiescence to the employer's unilateral and discretionary practice, their failure to insist on a bonus provision in the contracts, and their acceptance of the "zipper" clause. The examiner rejected this contention.

Accordingly, the company was ordered to cease the unlawful conduct, bargain with the unions upon request about Christmas bonuses, and make whole eligible employees for any loss they may have suffered as a result of the company's alteration of the formula.

Award Pins



John L. Koch (left), recording secretary of Teamster Local 237 in New York City, and Patrick D. Meli (right), a long-time member of Local 237, are shown receiving 20-year award pins from acting City Labor Commissioner Philip J. Ruffo. Koch, a City Labor Department chief investigator, has been affiliated with Local 237 since its founding in 1952 when, as president of the Welfare Department local of another union, he brought his membership under the Teamster banner. Meli is a senior investigator in the department's minimum wage bureau.

Seeburg Biggest Win

Local 743 Adds 2,000 Members In Recent Organizing Victories

Teamster Local 743 of Chicago, Ill., has added more than 2,000 members to its rolls in recent months—including a big win at the music-machine Seeburg Corp.—as a result of 8 successful organizing campaigns.

The most notable triumph was that at Seeburg where some 1,300 employees who manufacture coin-operated record players and other vending devices became Teamsters Union members.

The company recognized Local 743 as the bargaining representative of the workers after a lengthy campaign that included a loss by the union in a National Labor Relations Board election.

Don Peters, president of Local 743, said the Seeburg unit overwhelmingly ratified the first contract negotiated by the union on their behalf.

Included in the agreement were wage gains, the union shop, the Central States Teamster pension plan, payment of the major portion of health and welfare costs by the employer, a full grievance procedure, and safety provisions.

Seeburg is the world's largest producer of coin-operated music machines, musical instruments, hearing aids, coin-operated amusement devices, and other types of vending machines.

Peters described the organizing success as another tribute to Teamster



This coffee machine is one of the numerous coin-operated devices manufactured by the 1,300 new Teamsters at Seeburg Corp., in Chicago.

persistence in the drive to bring workers better wages and job conditions through strong, active union representation.

An NLRB election was lost by Local 743 at Seeburg in June, 1965, "largely because of fear clouding the issues," said Peters.

But the union did not give up. A campaign of extensive communication was maintained with the workers, including monthly meetings aimed at gaining authorization cards.

Finally there came a day when Seeburg agreed to a card check, and then—faced with an avalanche of signatures—agreed to Local 743's representative status.

Peters hailed the Seeburg contract as representing "many advances the people have wanted for a long time."

He added, "Now we want all Teamsters, their families, and other trade unionists to know that Seeburg products manufactured in Chicago are union-made."

Another significant win by Local 743 in recent months was that at Ideal Roller Co., where some 214 machine operators, mill operators, grinders, shipping and receiving clerks, and janitors voted by a 7-to-3 majority for the Teamsters.

Local 743 gained 320 members at John Plain Co., a mail order house in Chicago, where a majority of packers, clerks, warehousemen, shipping and receiving clerks, stockmen, and other employees voted for the union.

By a 3-to-2 majority, workers at Midwest Folding Products in Chicago, a manufacturer of folding tables, cast their ballots in favor of the Teamsters. The new unit of 100 workers includes assembly workers, material handlers, maintenance men, machine operators, and shipping and receiving clerks.

Peters said recognition was granted the union at the Silvestri Art Co., manufacturer of display and decoration items, where a vast majority of the 60 model makers, assemblers, warehousemen, carpenters, machine operators, and shipping and receiving clerks had signed authorization cards.

Employees at Diamond Glue Co., a division of Peter Cooper, selected Local 743 as their bargaining representative with a unanimous ballot. The unit includes crane operators, laborers, oilers, millwrights, lift truck operators, and other job classifications.

Workers at the Joseph Gadero Co., manufacturers of incinerators, voted almost unanimously for the Teamster local union as 21 of the 25 eligible voters selected Local 743 over the Chicago Industrial Workers union which received a single vote.

Employees at the Kelly Springfield Tire Co., tire warehouse in Chicago, voted unanimously for Teamster representation. They include warehousemen and shipping and receiving clerks. There are 7 in the unit.



Shown here is the successful organizing committee of Seeburg Corp., workers that led the campaign for representation by Teamster Local 743. Standing left in the background is Don Peters, president of the Teamster affiliate.

10,000 Members

IBT Negotiates Reopener with Pipe Line Companies

A wage reopener providing substantial pay increases for some 10,000 Teamsters working under the national agreement with the National Pipe Line Contractors Assn., has been negotiated by the International Brotherhood of Teamsters.

Thomas H. Owens, director of the National Division of Building Material & Construction Drivers, said the reopener was for an across-the-board increase effective June 5th and continuing through May 31, 1968.

The agreement covers 23 states and the District of Columbia in which the IBT does not have heavy highway construction agreements. In the other states, the association recognizes the highway rates contained in the local agreements.

Owens described the settlement as one of the best ever negotiated in the industry. Besides D.C., Teamsters in the following states are affected:

Alabama, Arkansas, Delaware, Florida, Georgia, Iowa, Kansas, Louisiana, Maine, Maryland, Mississippi, Nebraska, New Hampshire, New Mexico, North Carolina, North Dakota, Okla-



Thomas Owens

homa, South Carolina, South Dakota, Tennessee, Texas, Vermont, and Virginia.

Some 90 major pipe line construction companies are parties to the contract.

● Missouri Win

Bevelers and sanders employed at 4 glass companies in St. Louis, Mo., recently voted almost unanimously for representation by Teamster Local 610 over the Glaziers and Glass Workers Union in a National Labor Relations Board election.

Glen Boyer, Local 610 business representative, said 10 employees were eligible to ballot. The tally was 8 to 1 in favor of the Teamsters. The vote involved workers at Burroughs Glass Co., Hadley-Dean Glass Co., Pittsburgh Plate Glass Co., and West St. Louis Glass Co.

● Florida Win

Drivers, warehousemen and route salesmen employed by John S. Knotts, Inc., a beer hauling distributor in Holly Hill, Fla., recently voted for representation by Teamster Local 385 of Orlando, Fla., in an election conducted by the National Labor Relations Board.

J. M. Floyd, Local 385 secretary-treasurer, said 13 employees were eligible to vote. The count was 8 for the Teamsters and 4 against.

● Glass Drivers

Over-the-road drivers employed by Falconer Plate Glass Corp., of Falconer, N.Y., voted for representation by Teamster Local 649 in a recent National Labor Relations Board election.

Frank Harvey, secretary-treasurer of Local 649, said the 6 drivers balloted unanimously for the Teamsters. Also on the ballot was a Glass and Ceramic Workers union.

● Illinois Win

Seven over-the-road drivers employed by M & W Gear Co., a farm equipment manufacturer in Gibson City, Ill., voted for representation by Teamster Local 26 in a recent National Labor Relations Board election, according to Ray Block, president of the local union.

● Arkansas Win

Road drivers employed by Elk Roofing Co., in Stephens, Ark., a roofing manufacturer, voted 4-to-1 for representation by Teamster Local 878 in a recent National Labor Relations Board election.

50 Years



Morrie Mandel (right), a member of Teamster Local 714 in Berwyn, Ill., is shown being congratulated by W. T. Hogan, secretary-treasurer of the local union, upon completion of 50 years on the job with Ekco Products Co., of Chicago. Mandel, despite his lengthy service, does not plan to retire. A long-time faithful member of Local 714, Mandel helped manufacture ovens for the army in World War I and artillery shells during World War II.

\$17,000 Award In Backpay At Denver

More than \$17,000 in backpay was awarded to 4 members of Teamster Local 537 recently after a National Labor Relations Board decision upheld a board examiner's ruling finding Fab's Famous Foods Co., of Denver, guilty of unfair labor practices.

The members were fired 3 years ago for union organizing activity, according to Paul Ashcraft, secretary-treasurer of Local 537. Two years ago, the Board's trial examiner ordered the company to reinstate the workers and pay them wages for time lost.

But appeals by the company consumed another 12 months as it went to the Board's national office in Washington, D.C.

Finally, the Teamsters received checks totaling \$17,499.

Settlement Reached

20-Year Running Fight Ended Between Teamsters, Red Ball

A running fight between several Teamsters Unions and Red Ball Motor Freight, Inc., ended recently with a settlement bringing some 1,000 Red Ball employees in Texas and Louisiana under the National Master Freight Agreement.

The peace pipe agreement was a conclusion to more than 2 decades of National Labor Relations Board proceedings, state and federal court lawsuits, and scattered strikes.

Also concluded was an NLRB request to the U.S. Court of Appeals in Washington, D.C., to adjudge the company in civil contempt of the court for not complying with a decree of the court in support of Board findings.

Part of the settlement involved Red Ball's purging itself of contempt by complying with the Board's order of April 1, 1964. The company agreed to reinstate with backpay and full

seniority some 17 Teamsters Union members in Dallas and Paris, Tex., who had lost their jobs. In this connection, the backpay came to approximately \$17,000.

The principal Teamster local unions involved in the agreement were 47 in Ft. Worth, 270 in New Orleans, 373 in Ft. Smith, Ark., 568 in Shreveport, La., 577 in Amarillo, 745 in Dallas, 878 in Little Rock, Ark., 968 in Houston, and 969 in Lake Charles, La.

Agreement between the Teamsters and Red Ball represented a strategic union victory. For years Red Ball and other Texas motor carriers supported a company union known as the Union of Transportation Employees (UTE) as a shield against Teamster organizational efforts.

UTE was formed after a 1948 decision involving Red Ball in which the NLRB found that a union known as the National Assn., of Motorized

Common Carrier Truck Line Employees was a company-dominated union and ordered its disestablishment.

The Board later sought contempt against Red Ball and the other carriers in the 5th Circuit Court of Appeals based on the formation of UTE and was unsuccessful in a 1954 decision.

Thereafter, periodic efforts by the Teamsters in Texas, Louisiana, and Arkansas to organize Red Ball were unsuccessful as such efforts were always met by renewed unfair labor practice charges filed by the company. In 1963, the Board ruled Red Ball violated the law in discharging a number of workers and ordered their reinstatement. The decision was enforced by a federal court order in 1964, and the Supreme Court later denied a Red Ball appeal.

Teamster organizational efforts resumed at Red Ball upon the reinstatement of some of the employees in late 1965, in Dallas and elsewhere in the Red Ball system.

During 1964 and 1965, Teamster Local 568 in Shreveport went to 3 NLRB elections involving UTE and Red Ball in that city—the first two of which were won by UTE and set aside by the Board because of unfair labor practice charges brought successfully against the company and UTE by Local 568. The Teamsters finally won the third election early this year.

Cease and Desist

More recently, Teamster Local 878, organized Red Ball's employees in Paris, Tex., and struck in protest of the company's unfair labor practices. Ten employees were denied reinstatement by the company following termination of the strike.

In Dallas, Tex., 7 supporters of Teamster Local 745 were discriminated against and fired because of their activities on behalf of the local union. Ultimately, contempt proceedings were brought by the Board against the company.

The NLRB petition noted that the U.S. Court of Appeals entered a decree in 1964 enforcing an order of the Board issued more than a year earlier, ordering the company to cease and desist from discouraging Teamster membership and from interfering with or restraining or coercing Red Ball employees regarding their right to organize and bargain collectively through a representative of their choice.

Noting that the decree of the court had been in full force and effect since

Oath for Diviny

International Vice President Joseph Diviny is shown receiving congratulations from State Supreme Court Justice Mathew Tobriner who administered the oath of office to Diviny following the Teamster official's appointment to the California Toll Bridge Authority. Left to right are: Bernie Barrish of Teamster Local 109; Barney Apfel, Local 960 secretary-treasurer; Diviny; Tim Richardson, Local 85 business manager; Justice Tobriner, and Rudy Tham, Local 856 secretary-treasurer.

its entry, and that the company and its agents "failed and refused to comply with, and continued to fail and refuse to comply with" the court decree, the Board charged that the company was still violating the workers' rights.

After citing instances of unfair labor practices, the Board urged the court to issue orders requiring Red Ball to show cause why the company should not be judged in civil contempt, and that upon adjudication, the court enter an order requiring Red Ball to purge itself of contempt by complying with the Board's order.

Penalties against Red Ball were also requested by the Board. Finally, the company acknowledged that it was in a losing situation and requested a meeting of Teamsters Union representatives where the final settlement was reached and peace capped a 20-year struggle.

● Motor Firm

Employees of Howard Industries, MSL Industries, Inc., a manufacturer of fractional horsepower motors located in Festus, Mo., recently voted for representation by Teamster Local 688 of St. Louis, Mo., in a National Labor Relations Board election.

Ernie Neidel, Local 688 organizing director, said the ballot count was 18 for the Teamsters and 4 "no" votes. The United Glass & Ceramic Workers were on the ballot but did not receive any votes.

The bargaining unit is composed of office workers, draftsmen, model shop employees, laboratory workers, and timekeepers.

VP Holmes Elected UF Officer

International Vice President Robert Holmes of Detroit, Mich., recently was elected a vice president of the United Foundation by the organization's board of directors.

The UF vice presidents comprise an executive committee advising on United Foundation operations in the Detroit area.

Holmes also serves as a commissioner of the Port of Detroit and as a commissioner of the Detroit Civic Center Commission.

May Affect Pan Am Case

Federal Court Upholds IBT In ARINC Certification Case

The U.S. Court of Appeals in Washington, D.C., held recently that the Teamsters Union should be certified as bargaining agent at Aeronautical Radio, Inc. (ARINC) under the Railway Labor Act because the union won a majority of votes and a majority of employees voted for union representation in a National Mediation Board election.

But ARINC immediately filed for a stay of the decision, indicating that whether its request is granted or not it may appeal the case to the U.S. Supreme Court. Too, the case may have a bearing on another Teamster involvement concerning Pan American World Airways workers.

The results in the ARINC election conducted by the NMB in a mail ballot counted in November, 1965, were 147 votes for the International Brotherhood of Teamsters, 74 for the Air Line Dispatchers Assn., and 25 ballots were voided.

The election culminated one of the most unique organizing campaigns in recent Teamster history among employees of one of the most unusual businesses in the nation—that of

ground-to-air communications at the major airports in the country.

While the Teamster win fitted every regulation governing NMB ballots, numerous delays occurred as the company sought to have the certification denied on the ground that the IBT was not the choice of the majority of employees.

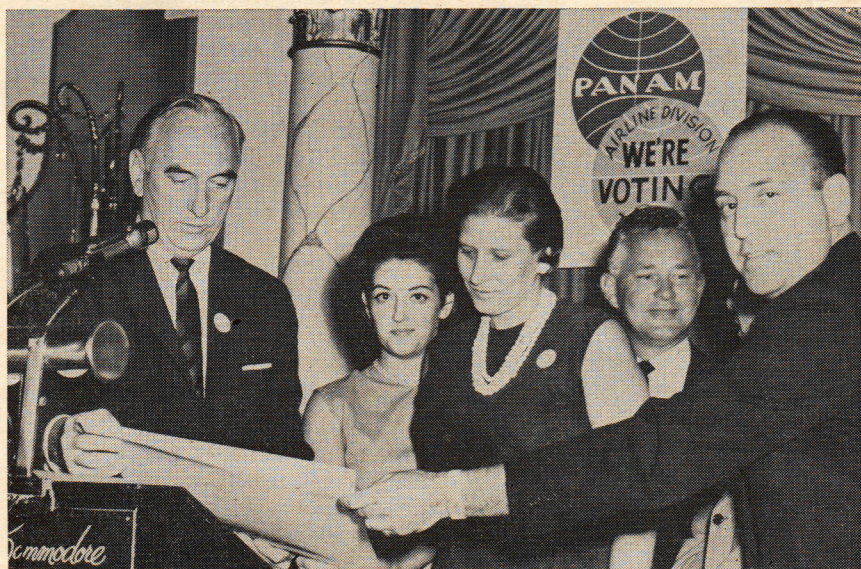
Certification was finally granted to the IBT Airline Division. At this point, ARINC went to federal district court where it was ruled that the court had no jurisdiction to set aside the Teamster certification. The company appealed further.

Unanimously, the appeals court judges agreed with the lower court decision.

They noted that the NMB ballot said no representative would be certified if less than a majority of employees cast valid ballots. But a majority *did* cast valid ballots and more than a majority *did* vote for union representation, the court emphasized.

(There is no place on NMB ballots for "no union" votes, a practice already upheld by the Supreme Court.)

Since a majority of those voting



The recent ARINC court decision favoring the Teamsters may set a precedent in the Pan American World Airways case still pending. Shown here recently during charter presentation ceremonies to formalize the overwhelming Teamster ballot victory at Pan Am are (left to right): International Vice President Harold J. Gibbons; Barbara Walsh, Mary Infantino; H. J. Breen, Airline Division director; and N. C. Giraffa. The Pan Am Teamsters still await certification.

STATE OF THE UNION

did choose the Teamsters, concluded the appeals court, the NMB reached a "permissible conclusion" in certifying the union.

During the judicial process at one point, the Teamsters Union asked for a mandatory injunction to compel ARINC to bargain. The federal district court denied the injunction and this action also was considered by the appeals court as the judges reversed the finding—calling the Teamster-requested relief the logical outcome of the decision to uphold certification.

The appeals court decision is important for 2 reasons.

First, it brings Teamster representation, particularly in terms of negotiating skill, that much closer to reality for the more than 250 employees of ARINC who sought out the Teamsters because of dissatisfaction with their old union, the Air Line Dispatchers Assn.

Because of the extended court action, the employees in ARINC's 15-station network spread over the continental United States, Hawaii, and Puerto Rico have been denied their right to seek a better contract.

ARINC's crews have continued to

do their job of collecting and relaying messages considered vital by all the major airlines, even though suffering this denial since voting Teamster in November, 1965.

Second, the court decision may set a precedent for certifying the Teamsters Union at Pan American World Airways to replace the Brotherhood of Railway Clerks as bargaining agent for clerical and office employees.

The IBT won a second mail ballot election at Pan Am last December by a vote of 3,517 to 426. The total vote was, as required by NMB regulations, more than half the 6,936 workers eligible to cast ballots.

However, the Railway Clerks charged irregularities in a vain effort to scuttle the election by a court order and are expected to go back to court if the Teamsters Union should be certified.

But in the months that have passed since the overwhelming Teamster victory at Pan Am, the NMB has been sitting on briefs filed by all parties and has not yet issued any certification.

Meanwhile, the Pan Am workers' contract between the Clerks and the company was open for renegotiation last March 17, but the company has properly refused to bargain during the pending proceedings.

Tread Water

Henry Breen, director of the IBT Airline Division, addressed a letter to the National Mediation Board recently and urged that the Board "take every possible step to resolve the instant representation dispute promptly."

He noted that the mandate of Congress set forth in the Railway Labor Act requires the utmost expedition by the NMB in resolving representation disputes.

Citing the Board's own rulings recently in respect to the law, Breen said he was unaware of any "unavoidable delay beyond the Board's control" which would prevent the Board from deciding the Pan Am case.

"As the Board knows," Breen wrote, "the statutory policy favoring the prompt resolution of representation disputes was intended to prevent and forestall unnecessary strikes, stoppages, and other inconveniences to the free flow of commerce."

Like the ARINC workers, it appears that the Pan Am office workers, too, must be asked to patiently tread water until the maze of legal confu-

sion and delay is successfully negotiated before they can enjoy the Teamsters Union representation they have so emphatically indicated they desire.

● Bus Victory

A majority of drivers and garage employees at the Madison Bus Co., Madison, Wis., recently voted for representation by Teamster Local 695 in a National Labor Relations Board election.

Eugene R. Machkovitz, Local 695 business representative, said 140 employees of the urban bus system were eligible to ballot. The vote was 72 for the Teamsters and 52 for the Amalgamated Transit Union.

● Instructors

Most of the driving instructors employed by Jenkins Drive-Safe System, Inc., in Cincinnati, Ohio, recently voted for representation by Teamster Local 103 of Cincinnati in a National Labor Relations Board election.

Robert Clark, Local 103 secretary-treasurer, said 7 instructors were eligible to vote. The tally was 6 to 1 in favor of the union.

Honored



New York Teamster official Bernard Adelstein recently was honored by the world-wide B'nai B'rith as the organization's first "Labor Man of the Year." Adelstein is secretary-treasurer of Teamster Local 813 and president of Teamster Local 1034. He also is a trustee of Teamster Joint Council 16 in New York City.

Crowning

Arthur C. Becker, director of civil defense for the City of Southfield, Mich., is shown crowning Dusty Weightman as "Miss Civil Defense of Michigan." Becker is a member of Teamster Local 299 in Detroit.



8-Month Fight Ends

Teamster Local 237 Inks Pact For NYC Housing Employees

An 8-month battle that ranged from the bargaining table to a strike line, from courtroom to legislature, ended in June when Teamster Local 237 of New York City signed an unprecedented wage agreement covering 5,000 employees in job classifications from caretaker to manager.

Barry Feinstein, Local 237 president, said pay raises gained in the 2-year contract were made retroactive to last Jan. 1. He called the contract "the finest ever won for city employees."

Besides big pay increases and numerous fringe benefit gains—plus vacation pay in advance, a first in city employee history—the agreement included provisions for premium pay on weekends and holiday overtime.

March to City Hall

A month after negotiations began, 3,000 members of Local 237 picketed the offices of the New York City Labor Department and then marched to city hall to protest the department's stalling tactics in the table talks. As a result of the protest, the city immediately scheduled an election for Housing Authority firemen, the only group remotely in dispute and one of the matters holding up negotiations. Local 237 won the election in November.

Negotiations resumed in December and when there appeared no hope for a settlement by the contract expiration date of Dec. 31, made preparations for a strike.

Meanwhile, AFSCME filed for another representation election in still another area of the Housing Authority, requesting that the ballot be held no earlier than Feb. 14—a device to delay bargaining. The city, however, agreed to Local 237's demand that the election be held immediately so as to prevent a threatened strike.

In January, AFSCME pulled out and cancelled its request for an election.

Negotiations resumed once again between the Teamster representatives and the Housing Authority. But once more the talks bogged down.

Local 237 shut down all Housing Authority operations for a 40-hour period on Jan. 27-28 with the support

of Teamster Joint Council 16 headed by International Vice President Joseph Trerotola and of the Maritime Port Council of Greater New York.

The strike ended with a tentative agreement. But Local 237's troubles were not over. On Feb. 9—before the contract was ratified—a suit was brought against the city by an employee in the marine and aviation department who had been dismissed with other workers after the 1965 ferryboat strike.

Enabling Legislation

The employee, one Anthony DiMaggio, contended that the provisions of the state's law prohibiting strikes by public employees made inequitable any strike-won benefits gained by Housing Authority workers in view of the ferryboat workers' punishments of discharge.

Local 237 found itself intervening in the case. By March, the New York Supreme Court ruled in favor of DiMaggio, making mandatory the passage of special enabling legislation for the Teamsters Union—legislation similar to that passed following the Transit Workers Union strike in 1966.

It seemed the struggle was just beginning. For after succeeding in get-

ting the exemption bill introduced in the state legislature, Local 237 discovered that the lawmakers were dragging their heels in processing it.

Back to the bricks again went the Housing Authority members of the Teamster local union as two demonstrations were held in March in support of the pending legislation. Some 2,000 members converged on the New York city hall. Hundreds of members were bussed to Albany where they demonstrated before the capitol building.

Finally, the bill passed in early April and Gov. Nelson Rockefeller got around to signing it into law some 3 weeks later.

● Scholarship

A 4-year college scholarship has been awarded to Louis Cacciatore, 17, son of James J. Cacciatore, Local 810 member employed at Jacob Froelich Cabinet Works in Brooklyn.

Young Cacciatore graduated from New York's James Monroe High School in June, and will attend the University of New Mexico at Albuquerque. His 4-year, \$10,000 scholarship includes all expenses except travel costs.

In addition to his studies, the Teamster son excelled as a baseball player. A 3rd baseman, Louis carried a .340 batting average in all-city competition and has won the Golden Glove award for three years for his fielding ability.



Shown after signing a new agreement covering 5,000 Housing Authority workers in New York City are (left to right): Seated—Barry Feinstein, president of Teamster Local 237; Walter E. Washington, chairman of the City Housing Authority; Francis V. Madigan, Authority vice chairman. Standing—John L. Koch, Local 237 recording secretary; Pauline Dyer, Local 237 trustee; Robert Beverly, Local 237 secretary-treasurer; Harry Levy, Authority counsel; Arthur G. Foley, Local 237 vice president; William Massas and Salvatore P. Raguso, Local 237 trustees, and Edward Cervo, Feinstein's administrative assistant.

13-State Pledge**Western Teamsters, Machinists Sign Agreement of Cooperation**

Teamster's and Machinist's unions representing thousands of members employed in the sales, servicing, and repairing of autos, tractors, and trucks in 13 western states, have signed a pact of cooperation in which they pledge to respect one another's jurisdiction and work jointly for the benefit of their memberships.

Under the pact, the 2 unions agree to strive for common expiration dates on contracts, to bargain jointly with employers whenever such negotiations are feasible and mutually advantageous, and to resolve all disputes and differences through a Western States Joint Automotive Committee.

The committee shall be composed of 8 members, 4 from each union, and will supervise the conduct of all joint organizing campaigns. The agreement also defines jurisdiction.

Signing on behalf of the Western Conference of Teamsters was its director, International Vice President Einar O. Mohn. E. R. White and Charles West, general vice presidents of the Pacific Southwest and Pacific Northwest territories respectively of the International Association of Machinists and Aerospace Workers AFL-CIO, also signed.

In a joint statement, they said:

"It is our hope that this working

arrangement will do much to better the friendly relations that have long existed between our unions. Also, we trust, it will resolve the many conflicts that invariably develop when 2 agencies represent employees in a given plant or industry where work frequently overlaps to the degree that it does in a garage or facilities where automotive equipment is serviced or repaired."

John J. Sheridan, head of the Western Conference of Teamsters Automotive Trade Division, was named chairman of the newly-established Western States Joint Automotive Committee. Other Teamster representatives on the committee include: Arnold Moss of Local 665 in San Francisco, Frank Hatfield of Local 495 in Los Angeles, and W. R. Richards of Local 44 in Seattle.

Besides spelling out in detail the jurisdiction of Teamsters and Machinists, the agreement also notes that wherever an overlapping of work occurs the employee will affiliate with the union having jurisdiction over the occupation he performs the greater portion of time. Ruled out was any dual payment of initiation fees, but it was made possible for a worker to switch from one union to another, whenever work requires, for an equitable transfer fee.

Following is the text of the Teamster-Machinist agreement concerning jurisdiction of the unions in 13 western states:

"The IAM shall be given full jurisdiction over assembling, dismantling, adjusting, repairing and refinishing of chassis, bodies and all mechanical parts of automobiles, trucks, tractors, buses, trailers, and all other types of automotive equipment, including service salesmen connected therewith.

"All other work, such as storing, washing, polishing, undercoating, fueling, oiling, greasing, tire service and repair, including vulcanizers and mileage men, battery service, tower men or directors, parts department or parts house employees including receiving and shipping departments, motorcycle riders, pick-up and delivery men, car unloaders and hostlers, service station attendants and parking lot or garage employees, automobile salesmen, tire and accessory salesmen and clean-up men, shall come under the jurisdiction of the Teamsters.

"All tow truck drivers who perform general towing work such as towing in wrecked or stalled cars, furnish gas, tires, etc., shall come under the jurisdiction of the Teamsters. However, it is agreed that wherever mechanics operate tow trucks for the purpose of making mechanical repairs away from their shop, such employees shall come under the jurisdiction of the IAM."

Factory Hiring Drops 6th Month in Row

The current sluggishness in the economy was reflected in April statistics which show that for the sixth straight month there was a decline in the new hire rate for factories. It was the third consecutive month when more workers went off factory payrolls than were taken on.

New hires amounted to 30 per thousand workers. Layoffs, at 15 per 1,000 showed a mild improvement over March, but separations for one reason or another exceeded accessions by 7 per thousand.

More than one-half of manufacturing industries registered declines in new hires, mostly in apparel, paper, leather and rubber. Hires in the food industry went up as spring progressed while furniture and electrical equipment also showed gains.

● SIU Beaten

Teamster Local 968 of Houston, Tex., defeated the Seafarers' International Union AFL-CIO, in a recent representation election for Courteous Cab Co., drivers in the city of Houston.

Retiree

Leroy Main (center), a member of Teamster Local 261 in New Castle, Pa., enjoyed a retirement dinner recently after 17 years on the job. Brother employees gave him a watch and portable television set. Also in the photo are Robert F. Fraley (left), secretary-treasurer of the local union, and William Montgomery, toastmaster.

700 Workers

Minnesota Labor Dept. Busy With Teamster Certifications

Most states recognize and certify union representation just as does the National Labor Relations Board, and the State of Minnesota's Division of Labor Conciliation is typical in this respect.

In recent months, the office of Peter E. Obermeyer, Minnesota State Labor Conciliator, has certified more than a dozen Teamsters Union representation cases involving 10 local unions and nearly 700 workers.

Probably the most significant certification involved Teamster Local 827

of St. Paul, Minn., named the exclusive representative for 424 production and maintenance employees of the North American Viking Drill Co., in St. Paul.

Teamster Local 149 of St. Paul has been certified at 3 companies in recent months, adding nearly 100 members to the union's roster. The cases included 54 employees of the Ramsey County Sheriff's Department—guards, matrons, and cook-matrons; also 35 deputy sheriffs, patrolmen, and radio dispatchers for the same county, and 9 regular employees of the village of Falcon Heights, Minn.

Teamster Local 615 of Virginia, Minn., has been certified by the state as representative for 10 police officers at the city of Eveleth; 21 policemen employed by the city of Virginia, and 22 policemen employed by the city of Hibbing.

Teamster Local 160 in Red Wing, Minn., has been certified as the bargaining agent for 6 employees of the Farmers Union Co-op at Hampton and Lakeville, and for 30 maintenance workers in the road and bridge department of Goodhue County.

Already reported in *The International Teamster* was the certification of Teamster Local 792 of Minneapolis as representative of masseurs employed at the YMCA and the Minneapolis Athletic Club.

Other certifications include:

Five truck drivers employed by the Northwest Refining Co., of St. Paul, now represented by Teamster Local 975.

Three warehousemen employed by the Stein Chemical Co., of Moorhead, Minn., and now represented by Teamster Local 116 of Fargo, N.D.

Seven assistant managers of Bridgeman Retail Stores in Duluth and Superior, now represented by Teamster Local 32 of St. Paul.

Six ambulance drivers of the St. Paul-Ramsey Hospital, now represented by Teamster Local 120 of St. Paul.

Truck drivers and warehousemen employed by the Ekelund Coffee Co., now represented by Teamster Local 544 of Minneapolis.

Roads Need Safer Design Says Expert

An important way to save lives on the road is to design safer highways free from all obstructions, according to Dr. Donald F. Huelke of the University of Michigan medical school.

Commissioned by the Public Health Service in 1961 to investigate the relationship between auto fatalities and car design, Dr. Huelke concluded that while design is important, proper highway construction is a more pertinent need.

"Proper highway design could save 10,000 lives each year by preventing single car, off-road accidents," he concluded. "Another 6,000 lives could be saved annually by preventing head-on collisions through better design."

His report was given to the House Highway Investigating Committee and emphasized that the safest automobile in the world would not substantially lower the annual death toll of some 50,000 Americans unless roads are made equally safe.

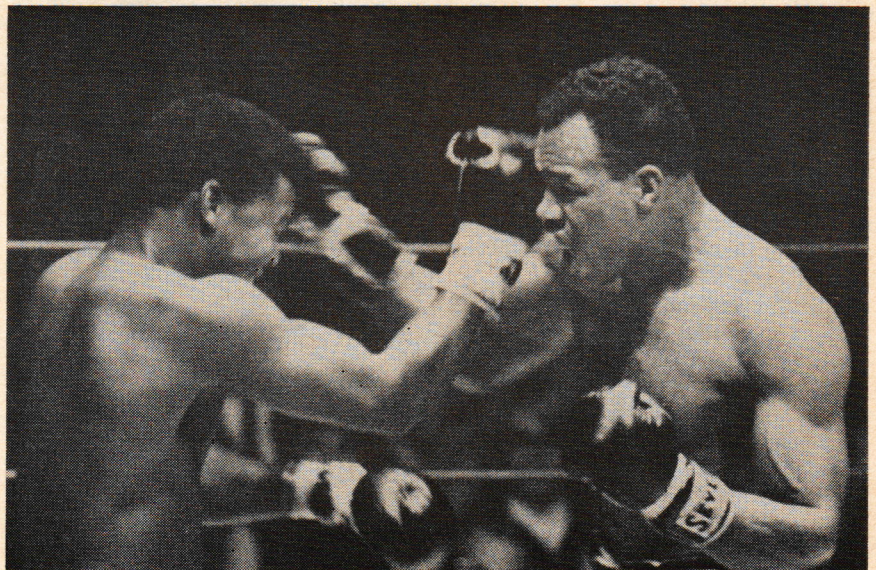
Dr. Huelke cited as particular hazards common roadside decorations such as signs, trees, bridge abutments, and guard rails.

National statistics show that some 60 per cent of the annual traffic death toll involve single-car, off-road collisions where the auto either leaves the road and rolls over because of a faulty shoulder or hits an object.

● In California

Office clerks, servicemen, and delivery drivers employed by Vangas, Inc., distributor of liquid gas, propane, and butane in Bakersfield, Calif., recently voted for representation by Teamster Local 87 in a National Labor Relations Board election.

Teamster Champs



Boxing spectators in Sacramento, Calif., were treated recently to a unique professional bout in which both the defending state heavyweight champ and the challenger were members of Teamster local unions. Henry Clark, a member of Local 860 in San Francisco, won the title from Bill McMurray, a member of Local 150 in Sacramento, in a 12-round action-filled fight.

ATA Award

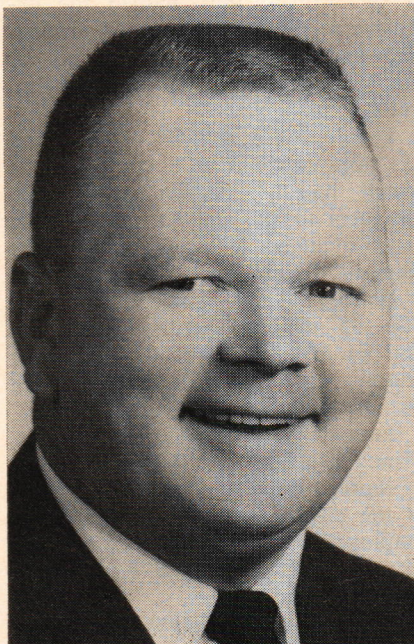
Ohio Teamster Honored As 'Driver of the Year'

A 33-year-old professional truck driver who has been widely honored for heroism and his safe driving record recently was named "1967 Truck Driver of the Year" by the American Trucking Assns., Inc.

James Allen Martin of Granville, Ohio, a member of Teamster Local 637 in Zanesville, Ohio, was given the industry honor at ceremonies in Columbus.

Martin and his wife, Doris, also received a 2-week trip to Washington and New York in late June. The tour was scheduled to include a meeting with Transportation Secretary Alan S. Boyd and appearances on several network radio and television shows.

A driver for 6 years, Martin has an unblemished road record of more than half a million miles. He owns his own tractor, which he drives under contract to B & L Motor Freight of Newark, Ohio.



James Allen Martin

Cited for Heroism

The Teamster has been cited several times by industry and safety officials for heroism and safe driving, most recently for the spectacular rescue of 4 persons from their wrecked auto seconds before it was demolished by a speeding train.

Martin came upon the wreck scene while driving his rig on U.S. 30 near Plymouth, Ind., early in the morning last Thanksgiving.

After attempting to wave down the train unsuccessfully, Martin got the passengers to safety moments before the car was smashed. He stayed to administer first aid until law officers arrived.

Martin passed off the rescue modestly as something anyone would have done. In an editorial, the Indianapolis (Ind.) *News* commented: "... Martin said he didn't do anything spectacular. Those he rescued probably have a different view of the matter."

A few months later during a heavy blizzard which paralyzed the midwest last January, Martin, according to a physician who was present, was a "moving force in the evacuation and saving of not 1 or 2 persons, but hundreds of sick and stranded people."

After guiding stranded motorists,

singly and in groups, to a nearby motel, Martin repeatedly patrolled the nearby area on foot in waist-deep snow to make certain that truck cargoes and abandoned personal belongings were kept safe from looters.

Martin's concern for the plight of others had its start in grimmer surroundings than a truck cab. He once was a prison guard at the Marion, Ohio, Correctional Institution.

Impressed by his prison experience, Martin embarked upon a series of lectures in Ohio to combat juvenile delinquency in an effort to help young people find their direction before they made mistakes that would mark them for life.

He is the father of 5 youngsters and his constructive approach to today's youth is reflected in his attitude toward them as a driver.

"There are lots of good teenage drivers on the highway," Martin explains. "They're good sensible kids who may need a little coaching now and then. But the majority are okay. Only a small percentage give you any trouble."

Martin has been honored twice by the Ohio trucking industry for heroic deeds. In 1963, he administered first

aid at an accident scene, summoned police, and later visited the hospital where he gave the wreck victim a blood transfusion. In 1964, he rescued 3 women in a stranded automobile by pushing their vehicle to a place where help could be obtained.

Besides his full work schedule, the Local 637 member is active in civic and fraternal affairs. He is a part-time police officer in Granville and also is an active member of the Granville volunteer fire department. He serves as a member on the local Boy Scout troop committee and is a member of the Granville Parent-Teachers Assn.

● Dairy Contract

Teamster Local 145 of Bridgeport, Conn., recently negotiated an agreement with 7 dairies providing strong pension and health and welfare increases in addition to substantial wage gains.

Joseph P. Cleary, secretary-treasurer of Local 145, said the 3-year contract stipulates that employer contributions to the pension plan will total \$12.80 per week per employee.

The members will be eligible for a monthly \$250 basic pension after 25 years of service at the age of 62. The contract also provides for a service pension, regardless of age, of \$125 a month after 25 years, \$150 after 30 years, and \$175 after 35 years.

Employer contributions to health and welfare were increased \$4 a week to a total of \$9 per week per employee and gives the member and his dependents \$35 per day for hospitalization—an increase of \$25 per day. The surgical schedule was increased to \$450 maximum. The language also covers a dental plan for the member and his entire family.

Gains also were made in vacation scheduling, holidays, sick leave, and other benefits.

● All Teamster

The Anheuser Busch Brewery in Newark, N. J., is 100 per cent Teamster now as a result of a recent election in which clerical employees voted in a National Labor Relations Board election for IBT representation by Local 102.

Ben Merker, secretary-treasurer of Local 102, reports that the local union also represents brewers, machinists, technicians, plant clericals and nurses at the brewery.

100-Day Program

Unique Health Checkups Given To Teamster Cannery Workers

Teamster cannery unions, in cooperation with management, have embarked on a unique medical checkup project to detect physical disorders among 20,000 workers in 70 California food processing plants with free tests over a 100-day period.

The lives of those found to be afflicted, but who presently are unaware of latent disease, may be saved or prolonged by the examinations and the medical attention and treatment to be prescribed by experts in the medical profession.

Two physicians, 5 nurses, and 20 technicians staff a mobile, air-conditioned laboratory that goes directly to the cannery plant to give the exhaustive tests.

The mobile lab makes it convenient for workers, many of whom have never enjoyed regular medical examinations, to get the checkup. The lab—a complex of three 60-foot trailers equipped with the most modern of testing equipment and partitioned to assure privacy—makes possible 17 separate health examinations. The crew is geared to process 36 persons an hour on a 3-shift basis.

Collective Bargaining

Health examinations on such a mass scale at plant sites have never before been undertaken. While the program is in the pilot stage, officials in charge hope it will prove of sufficient value to be continued in future years and perhaps be extended to other industries in which the Teamsters Union has contracts.

The project came into being through collective bargaining between the Teamster cannery unions and food processing employers in 1964. Management agreed to pay 1 cent for each hour worked into a special fund. Some \$600,000 has been used to purchase and equip the trailers and to compensate the staff required to carry out the work.

Dr. Samuel R. Sherman, former president of the California Medical Assn., is chief consultant to the union-management project. He commented



A nurse is shown giving a glaucoma test to Esther Rubio, a member of Teamster Local 750 in Oakland, Calif. Results of the health checkups are made known only to the member and his doctor, as neither the company nor the union is given this information.

that the program is being observed with interest by the American Medical Assn., and added:

"The project definitely is an innovation. It is hoped by means of these tests, to detect disease in advance of the acute stage so that effective treatment can be administered. The Team-

sters Union is to be complimented for taking the initiative in this, and management also, for this foresight and cooperation."

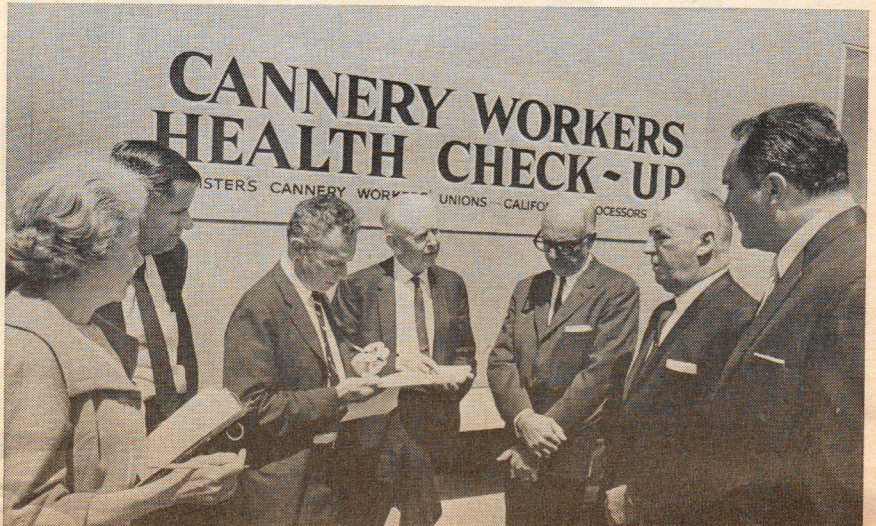
His views drew support from Teamster cannery officials Peter A. Andrade and John H. Dillon. They agreed that, if the project proves feasible and worthwhile, efforts will be made in future negotiations to extend it.

Introduction of the plant-site medical checkups marked another step in the union's effort to develop a complete health-care program for the members at a minimum outlay on their part. The cost of any treatment necessary for whatever ailments might be discovered will be defrayed, in large measure, by the health-medical insurance cannery workers already enjoy through collective bargaining.

International Vice President Einar O. Mohn, director of the Western Conference of Teamsters, has taken the initiative in trying to improve existing health and welfare programs.

Primarily through his efforts, a group of trade unions in California have joined in establishing the California Council for Health Plan Alternatives. They are contributing to a fund to be used to employ experts who do research aimed at correcting

Briefing newsmen on a medical program to give checkups to 20,000 members of Teamster cannery unions are Peter A. Andrade (second from left), chairman of the Western Conference of Teamsters Cannery and Food Processing Council; Dr. Samuel Sherman (third from right), former president of the California Medical Assn., and consultant to the program; John H. Dillon (second from right), president of the Teamster's California Cannery Council, and John Scalone (far right), executive vice president of California Processors, Inc.



shortcomings in existing health and welfare programs.

Between now and September, the mobile laboratory will roll to 40 different locations so that workers in the 70 canneries throughout northern and central California can take the health tests.

The cannery workers will be given time off without loss of pay to take the examinations. If they choose to take the tests on their days off work, they will be paid \$3 for doing so.

The tests given include electrocardiograms, X-rays, 9 blood chemistry tests, urine tests for diabetes and kidney disorders, spirometry tests for data bearing on heart and lung disorders, eye tests including a painless exam for glaucoma, and tests for uterine, cervical, and breast cancer.

All results are reviewed by a panel of physicians. Computers are utilized in various phases of the tests—the out-

come of which are made known only to the worker or his doctor, but never to the employer or a union representative.

Dr. Sherman communicates exam results to the individual's own physician and urges immediate treatment where findings indicate a need. He has enlisted the cooperation of local medical societies so that persons not having a family physician can be put in touch without undue delay with a competent physician.

"We will ask physicians to not only prescribe remedies for any disease detected, but to follow through in each instance and inform us of the ultimate outcome," said Dr. Sherman. "In this way, we will be able to gauge rather accurately the value of the project and what it does to rectify situations and prolong the lives of workers who, at present, may be unaware of their afflictions."

active efforts to encourage more Teamster drivers to compete in this year's roдео.

Other winners were Jack K. Canter of Indianapolis, a driver for Eastern Express, Inc., who won the straight truck class; Urban Gehlhausen of Indianapolis, a driver for the Kroger Co., 3-axle king; Robert French of Elwood, Ind., a driver for Renner's Express, Inc., 4-axle champ, and Daniel Dean of Sellersburg, Ind., a Mason-Dixon Lines driver who won the tank truck championship.

French was a double winner. Although he has been driving for 15 years, it was the first time he competed in the roдео and so was named the outstanding "rookie driver" of the event.

There was a total of 33 entrants in this year's competition from 11 trucking firms. The winners will be eligible to compete in the national roдео sponsored by the American Trucking Assns., Inc., in the fall each year.

Driving Excellence

Indiana Local 135 Members Sweep State Roдео Titles

Five members of Teamster Local 135 in Indianapolis captured all 5 championships in the annual Indiana State Motor Truck Roдео held early in June.

Included among the winners

was Cecil Chaney who won his fourth straight 5-axle crown. A driver for Pacific Intermountain Express, Chaney has a record of 11 years without a chargeable accident. He also received commendation for his

Smiling with their trophies are the 1967 Indiana State Motor Truck Roдео champions. All from Teamster Local 135 in Indianapolis, they are (left to right): Cecil Chaney, 5-axle; Daniel Dean, tank truck; Robert French, 4-axle; Urban Gehlhausen, 3-axle, and Jack Canter, straight truck.



● JC Wins 2

Teamster Joint Council 58 headquartered in Houston, Tex., has successfully assisted in 2 representation elections conducted by the National Labor Relations Board recently.

Renato Cuellar, joint council organizer, said an election involving Teamster Local 949 was won at Sanitary Farm Dairies in Houston where 108 employees were eligible to vote. The results were 53 for the Teamsters and 42 against. R. B. Moon is secretary-treasurer of Local 949.

Teamster Local 968 won an election at National Fresh Fruit in Houston where 44 eligible voters cast a total ballot of 27 for the union and 14 against. R. G. Miller is the secretary-treasurer of Local 968.

● Cannery Win

All 96 employees of Arkansas Grain Corp., a canning company located in New Orleans, La., voted in a National Labor Relations Board election won by Teamster Local 270 recently with a better than 7-to-3 margin.

Charles D. Winters, president of Local 270, said the ballot count was 62 for the Teamsters, 18 against, and 16 ballots were challenged.

The bargaining unit includes packing and machine operators, shipping and receiving clerks, and maintenance men.

Community Service

Proceeds from Presser Dinner Go to Help Retarded Children



Faye Presser



William Presser

Retarded children in the Cleveland area have benefited because of a testimonial dinner honoring International Teamster Trustee William Presser.

More than \$100,000 was raised June 24th when Cleveland turned out to honor Presser who has spent his life in the service of others. The 1,500 attending the \$100 and \$50 a-plate affair at the Hotel Sheraton helped build a fund which was earmarked for building a custodial day-care center for retarded children in Cleveland.

The fund was raised for the Parents

Volunteer Association for Retarded Children. The dinner was headed by Common Pleas Court Judge Victor Cohen who coordinated a committee of 50 to make the affair a resounding success.

General Vice President Frank Fitzsimmons was the main speaker and praised Presser for his trade union achievements and general humanitarianism. Also at the head table were International Vice Presidents Joseph Diviny, Harry Tevis, Thomas E. Flynn, Harold Gibbons, Joseph Trerotola,

Dominick Calabrese, Robert Holmes, and Ray Schoessling, along with International Trustees Frank Matula and Maurice Schurr.

Behind the scenes was a Teamster wife who became interested in the problems of retarded children in 1959 and has worked long hours for the PVA in fund raising. As honorary director of PVA, she started taking her husband with her to visit various institutions for the retarded.

It was through her efforts that William Presser became interested in the problems of the children and agreed to the testimonial dinner if the proceeds would go to the children.

The woman, of course, was his wife Faye Presser, who recently was cited in the *Congressional Record* for her work on behalf of the retarded children.

Ohio Congressman Michael A. Feighan, calling attention to the work of Mrs. Presser, declared on the floor of the House:

"In numerous civic, cultural, social and humanitarian activities in the Greater Cleveland area, one usually finds that Faye Presser has been lending a helping hand. Her unselfish devotion to the cause of the unfortunate and underprivileged has earned for her a place of high esteem in the hearts and minds of thousands of Clevelanders. . . ."

Following those remarks, Congressman Feighan inserted a newspaper article in the *Congressional Record* which told the story of the Presser testimonial dinner.

William Presser, in addition to serving as an IBT trustee, is president of Joint Council 41, president of the Ohio Conference of Teamsters, secretary-treasurer of the Central States Drivers Council, and president of Local 555 in Cleveland.

With such a personality as William Presser and his wife Faye as a rallying point, a dream of the Parents Volunteer Association for Retarded Children will come true. A day-care center where parents of retarded children can leave their children for a day or two knowing that they will get the best of care has been a dream of the organization since it was founded 12 years ago.

The Bill and Faye Presser story is just another example of the many, many community services provided by Teamsters which go unnoticed as the press and broadcasting media spews out its anti-Teamster propaganda.



Observing William Presser at the microphone during the banquet in his honor are (left to right, foreground); Mrs. Frank E. Fitzsimmons, General Vice President Fitzsimmons, Mrs. Presser, and Judge Victor Cohen, toastmaster.

Economic Shame**Manufacturing Workers' Pay Below Par in 'RTW' States**

Nine of every ten manufacturing workers in the 19 "right-to-work" states are making less money than the \$2.80 hourly average of all manufacturing workers in the United States as of March, 1967.

A compilation of figures from the U.S. Labor Department's Bureau of Labor Statistics shows that in the states where compulsory open shop laws have been enacted under Section 14(b) of the Taft-Hartley Act, both the manufacturing workers' income and the states' economies suffer.

Altogether, the so-called 19 RTW states have a total of 4,268,900 manufacturing workers on the job today. Of this total, only 356,500—or less than 10 per cent—are making more than the \$2.80 national average for this job category.

Most of the states in which the average tops the national level have

very little manufacturing activity. For example, Nevada with an hourly wage of \$3.50 while tops among the RTW states, still has only 6,800 production workers.

Only Iowa, with a heavy meat packing industry and 218,500 production workers, makes any appreciable impact on the RTW wage scale at \$3.00 an hour average.

These figures compare with Arkansas, Mississippi, and North Carolina in which the manufacturing workers in each of the 3 states average only \$2.00 an hour. Together, they account for more than 22 per cent of all the production workers in the 19 RTW states—nearly a million employees tied by near-poverty incomes to textile and other runaway plants.

Texas, which has the greatest number of production workers of any

state in the RTW orbit, has 639,200 workers averaging \$2.63 an hour—17 cents below the national level.

Nine southern states—including Arkansas, Mississippi, No. Carolina, So. Carolina, Georgia, Tennessee, Virginia, Florida, and Alabama—have 3,000,000 manufacturing workers on the job, or more than 71 per cent of all such workers in the RTW states. Alabama's average hourly rate of \$2.38 is tops for the 9-state group.

The figures reflect the reason why northern industry continues to move southward. Labor Department statistics show that a half million manufacturing jobs have disappeared in the north in recent years. Meanwhile, southern manufacturing jobs have increased the same amount.

The figures also explain why Senators like McClellan, Thurmond, Stennis, Eastland, Mundt, Curtis, and their anti-union allies from other RTW states have been in the forefront of the fight against repeal of Section 14(b).

● Short Talk

A conference of business executives sponsored by the National Association of Manufacturers recently discussed the problem of how to win the loyalty of college students who, admittedly, are disenchanted with the idea of business as a lifetime career.

After listening to all kinds of rationalization by various speakers, Arnold H. Maremont, president of the Maremont Corp, in Chicago, brought everyone up short by saying: "Let's face it. We're in a profit system. Any business attempt at social responsibility in my opinion is phony. Who says big business can't live by profit alone?"

RTW Dies in Illinois

Advocates of so-called "right-to-work" laws suffered another defeat recently—this time in the highly industrialized state of Illinois.

By a vote of 19 to 8, the Illinois House executive committee killed a proposal that would have outlawed union shop agreements in the state.

Thirteen Democrats and 6 Republicans joined together to reject the proposal backed by 8 Republicans.

MANUFACTURING WORKERS

RTW States	March '67 Hourly Wage Average	Number of Workers	Percentage of Mfg. Workers in RTW States
Nevada	\$3.50	6,800	less than 1%
Wyoming	3.22	7,100	less than 1%
Utah	3.04	48,700	1.1%
Iowa	3.00	218,500	5.1%
Arizona	2.92	75,400	1.8%
NATIONAL AVERAGE	2.80	—	—
Kansas	2.80	142,700	3.3%
Texas	2.63	639,200	14.9%
Nebraska	2.58	76,900	1.8%
So. Dakota	2.54	14,400	less than 1%
No. Dakota	2.49	8,200	less than 1%
Alabama	2.38	289,700	6.8%
Florida	2.33	292,100	6.8%
Virginia	2.26	336,100	7.9%
Tennessee	2.23*	428,500	10.4%
Georgia	2.16	425,400	9.9%
So. Carolina	2.04	318,300	7.5%
Arkansas	2.00	148,400	3.5%
Mississippi	2.00	163,100	3.8%
No. Carolina	2.00	629,400	14.8%
Total	—	4,268,900	—

Source: Bureau of Labor Statistics
(*estimated)

Memorial Mass



General Vice President Frank E. Fitzsimmons leads marchers in Local 25's annual Memorial Mass and Breakfast in honor of deceased members. Marching with Fitzsimmons to St. Francis de Sales Church (left to right) are Joseph Conlon, Local 25 secretary-treasurer; Father Ken Murphy, and Local 25 President William McCarthy. Photo directly below shows the more than 2,000 participants as they marched from their union hall to the church for the Mass.



In photo below, Fitzsimmons and McCarthy are shown at the Memorial breakfast at the Boston Armory. Fitzsimmons was the featured speaker at the annual affair which has become a tradition in Teamster Local No. 25.



Trerotola Scores Low Wages In New York

Joseph Trerotola, president of Teamster Joint Council 16 in New York City, has scored wages paid factory workers in the area as steadily deteriorating in comparison to wages paid elsewhere.

In a recently released study by the Joint Council, IBT Vice President Trerotola said figures showed that New York City is becoming "the factory sweatshop capital in the United States."

From 1950 to 1966, Mr. Trerotola said, the earnings of factory workers in NYC rose from \$59.03 to \$101.95. But the national average, he said, rose from \$58.32 to \$111.92.

Comparing wages in terms of 1950 prices, he said the NYC increase was from \$59.03 to \$74.42, and in the nation it was from \$58.32 to \$82.90.

In percentage terms, he said the average weekly earnings of city factory workers was 101.2 per cent of the national average in 1950, compared to 89.8 per cent in 1966.

Less Than Relief

"Apologists for this indisputable relative decline," Mr. Trerotola said, attribute it to the predominance of the manufacture of nondurable goods—such as the garment industry—in New York City.

"There is no immutable law of economics which decrees that workers in 'soft-goods' industries must earn less than workers in 'hard-goods' industries," he asserted.

"Those who use this argument," he added, "are obliged to come up with a workable plan for the orderly phasing out of those allegedly nonviable industries and their replacement with steel, auto, rubber and aerospace plants."

Nicholas Kisburg, legislative director of the joint council, said the wages paid were less than the income of a family on relief.

"Under the new Lindsay-Ginzberg incentive plan for welfare recipients" Kisburg said, "the index family of four could achieve a minimum take-home weekly income of \$94.23." This plan permits a person on relief to earn certain amounts without having his welfare check reduced.

Udall Appointments

Teamsters to Advise Government On Metal Mining Safety Panel

Interior Secretary Stewart L. Udall recently announced the appointment of 2 Teamsters Union officials to serve on an advisory committee to assist in developing health and safety standards applicable under federal law to the nation's metal and non-metallic mines.

Named to the sand and gravel operations—one of 3 committees—were Thomas H. Owens, director of the Teamsters Union National Division of Building Material and Construction Drivers, and Karl Rogers, president of Teamsters Local 541 in Kansas City, Mo., and a member of the policy committee of the National Division of Building Material and Construction Drivers.

Each of the committees has 3 members from organized labor, 3 from management, and 2 from the states. Owens and Rogers are 2 of the 3 labor representatives on the sand and gravel group, the other member being from the Operating Engineers.

After standards are devised by the committees, they will make recommendations as to which should be-

come mandatory, to be applied by Bureau of Mines inspectors just as coal mining standards are applied today under past legislation.

Commenting on the establishment of the advisory groups, Secretary Udall said:

"Members of these committees will play a critical role in expanding the benefits of federal health and safety inspection to the metal and non-metallic mining industries, which together employ some 200,000 workers.

"We carefully studied the many nominations submitted by labor, management, and national and state organizations. We believe we have selected men whose knowledge and experience will greatly facilitate development of health and safety standards that are both rigorous and realistic enough to achieve the purposes of the law."

The Federal Metal and Nonmetallic Mine Safety Act of 1966 specifies that standards drawn up with the help of the committees will become effective 1 year from the date of their publication in the *Federal Register*.

job as property clerk in 1957. She held that post for some months and then was named permanent clerk in the hospital's out-patient clinic where she remained for 5 years.

From clerk, Mrs. Dyer moved to the job of Electrocardiograph technician, in which a course completed at Manhattan's Medical and Dental School, stood her in good stead. Mrs. Dyer has now served for 4 years as chairman of the EKG group's committee participating in the union's collective bargaining negotiations with the city.

Now a trustess for Local 237, Mrs.



Mrs. Pauline Dyer

Dyer works full time for the union, assisting the secretary-treasurer, Robert Beverly, in administering the union's hospital division.

The mother of 4 children, Mrs. Dyer is now a grandmother and somehow manages to remain calm and unruffled despite a busy schedule of responsibilities to her family and to the local union.

● Strike Record

The first 4 months of this year have shown an increase over U.S. strike activity compared with 1966—but below 1965.

In the first third of the year, strikes have resulted in 6.2 million man-days of idleness with a lost time ratio of 0.14 compared with 0.13 in 1966 and 0.16 in 1965.

In terms of man-days idle and per cent of working days lost, the record shows higher figures in those categories in 6 of the past 10 years.

In New York

Dedication, Hard Work, Elevate Woman Teamster to Local Office

An attractive young grandmother who began her career as a waitress in a New York City hospital has risen to an executive position in Teamster Local 237 through dedication and hard work.

Mrs. Pauline Dyer was appointed a trustess of the City Employees local union composed of 18,000 city and state government workers in New York City. Like the story of the local union's late president, William Lewis, Mrs. Dyer's story is one of advancement through the years from a humble beginning.

Mrs. Dyer, daughter of a minister, came to New York City after marriage and went to work as a dietary aide at Cumberland Hospital in 1953. The plight of the employees in the

city hospital department led her to help organize the workers under the Teamster banner.

After becoming a shop steward for Local 237 in 1954, her diligence in building the union's Cumberland chapter led to a later appointment as liaison officer for the union.

"Those were hard times for me and the union," said Mrs. Dyer recently. "We used to collect dues directly from members—before checkoff—and that was quite a job. I had quite a job, too, carrying heavy trays in and out of the hospital dining room in the heat and clamor."

Mrs. Dyer, after several years of this grueling work, was recommended by the chief dietician for a provisional

Blow for Freedom**Supreme Court Strikes Down N.Y. Wiretapping**

THE UNITED States Supreme Court has struck a blow for freedom and privacy by declaring unconstitutional a New York State law which permitted court-approved electronic eavesdropping.

In a 5 to 4 decision, the court ruled that the law authorizing bugging violated the 4th Amendment to the Constitution which bars "unreasonable searches and seizures."

Threat to Liberty

Justice Tom Clark, writing the majority opinion, said few threats to liberty exist which are greater than that posed by eavesdropping devices."

Hinting that the majority of the court thought that privacy of individual American citizens is more important than handing police a crutch in their fight against crime, Clark wrote:

Without Illegality

"Some may claim that without the use of such devices crime detection in certain areas may suffer some delays since eavesdropping is quicker, easier, and more certain.

"However, techniques and practices may well be developed that will operate just as speedily and certain—and what is more important—without attending illegality."

A Dissent

Justices Black, Harlan, Stewart and White dissented, contending that electronic eavesdropping, as it is permitted by the New York statute, is not an unreasonable search and seizure.

The New York law permitted police to plant a microphone on private premises if a judge was convinced "there is reasonable ground to believe that evidence of crime may be thus obtained."

Violate Rights

The challenge to the law rests on the 4th Amendment to the Constitution which in addition to banning unreasonable searches and seizures says "no warrants shall issue but upon probable cause, supported by oath or affirmation, and particularly describing the place to be searched and the persons or things to be seized."

New York had allowed police to tap wires on court order since 1938, but it was not until 1957 and 1958 that the statute was broadened to in-

clude electronic eavesdropping or bugging.

President Johnson in his state of the union message had called for a law to outlaw electronic eavesdrop-

ping. The International Brotherhood of Teamsters has long opposed wire tapping and bugging on the grounds that such practices violate a citizen's constitutional rights.

Swedish Trade Union Leader Warns His Country Against Hoffa Political Pattern

Johan S. Thore, president of the Swedish Seamen's Union, has warned that country's trade union movement that complacency against political attacks can lead to the same catastrophe which hit the American trade union movement with the political imprisonment of James R. Hoffa.

Writing in the April 4, 1967, issue of SJOMANNEN, Thore declared:

"That which has now happened to Jimmy Hoffa can also happen in our country, if we are not on the watch and guard the interest of the masses in the right way."

The Swedish trade union leader declared that those who listen to and read the Swedish mass media, without knowing the American mentality, can easily get the opinion that the American trade union movement is led by gangsters, and that Jimmy Hoffa is one of the greatest of them.

"It is necessary for me," Thore wrote, "to inform that all this propaganda activity has been started only in order to rouse a public opinion which would lead to his removal from his post of president (of the International Brotherhood of Teamsters).

"We must not forget that the big capitalists in America are those who do not like that Hoffa every year takes millions of dollars from them and gives those dollars to the members who have been lifted from slavery and are now well paid workers."

Thore further declared:

"The president of the Teamsters, Jimmy Hoffa, is a simple, fine man, a fighter for his members. He is very intelligent and is always fit for a fight. This is the reason he is now in prison. His antagonists, the employers, have, through the American justice, succeeded in getting rid of Hoffa for a time. When Hoffa is once again free, he will fight harder than ever for improving the living standards of his members.

"We, who know Hoffa and count him as one of our friends among the American trade union leaders, wish him good luck and hope that he will soon be back and go on with his work to settle problems important for the masses."

Thore concluded that there is a lesson in the imprisonment of Hoffa for trade unionists everywhere:

"Allow me to say that we have a lot to learn from our American friends. In our country, it is almost a crime to be unlike other people in our stereotype acting, and that is applicable not only to trade union leaders and officials, but also to the members.

"They criticize, but in many cases, they themselves do not want to do something. They listen to conservative propaganda to such an extent that they get infected by it. That is a dangerous way. If the workers go on listening to and maybe get infected of the conservative flexibility, it might not last long before trade union leaders and also workers interested in the trade union movement will be imprisoned as such people did in the beginning of our efforts to get influence over the society. That which now has happened to Jimmy Hoffa can also happen in our country. If we are not on the watch and guard the interests of the masses in the right way," the Swedish Seamen's Union president wrote.

'Piggy Packer'

New Machine Handles Containers As Easily as Dog with a Bone



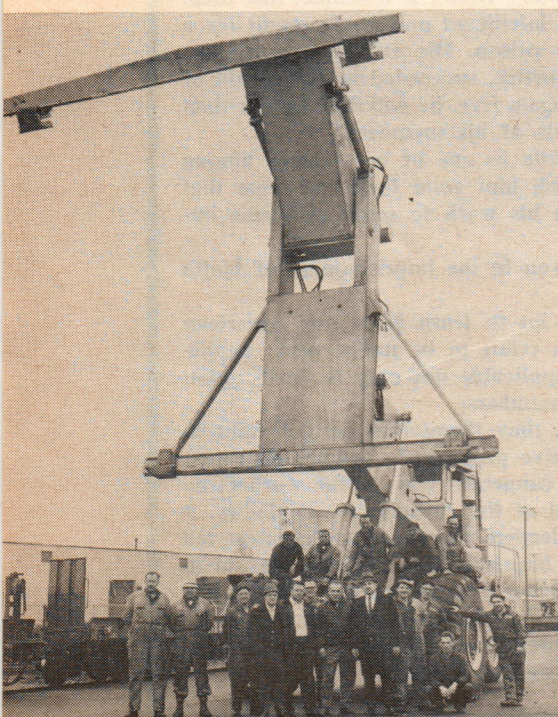
Piggy Packer P-70 swings 40 tons of loaded reefer container through the air with the greatest of ease after fingering it off a flat car in the New York Central Transport yard in North Bergen, N. J.



Cradling a container like a babe in mother's arms, the Piggy Packer trundles its loaded reefer from an incoming train to a tractor waiting to haul it away. The big machine has 6-foot-high tires.

LIKE some big mechanical mutt with a bone, there is now a yellow monster with jaws large and strong enough to lift a loaded container weighing 40 tons from a flatcar and set it on the ground in the North Bergen, N. J.,

Teamster Local 807 drivers and yard workers group together under the spread jaws of the newest wrinkle in container operations—a \$100,000 machine that drinks 250 gallons of diesel fuel at a gulp.



yards of New York Central Transport.

The machine is called the Piggy Packer P70. It has made some other automated loading-unloading equipment as obsolete as a rowboat against the Queen Mary.

With the time-saving, money-saving, labor-saving \$100,000 Piggy Packer, the New York Central can:

- Combine flexi-van and piggyback on one train where two trains were formerly required.

- Put an arriving container on a train in any spot instead of parking it to wait until its place comes up in assembling the train.

- Pick a box off an incoming train in order to put a "hot load" on rubber wheels immediately, without unloading the cars ahead of it.

Joseph P. Mangan, president of Teamster Local 807 in New York City, says the arrival of the Piggy Packer at the New York Central yards in New Jersey should be a warning for the New York Harbor.

Taking note of the number of names on the containers indicating their ownership by domestic and foreign steamship lines docking in Jersey, Mangan said:

"You don't need a clear day to see the future at North Bergen, N. J. The future is there already."

Concerned that New York City officials are not thinking in terms of containerhips for the present at the former Brooklyn army base—which

has deep water, a rail head, and open-dock space which is everything a container port needs—Mangan added:

"Unless New York City thinks faster and more affirmatively on containerhips, it might as well drain the water out of New York Harbor and use it for a parking lot."

Mangan's viewpoint reflects both a community need and the need of his local union membership. He explained:

"If New York lets its harbor dry up by becoming obsolete and unprepared for the new type of shipping, there will be that many fewer jobs—including Teamster Local 807 jobs—in New York City. The jobs will go where the ships go and that will be to other ports."

New York's big problem is that it needs to prevent an exodus of shipping from its port by developing the same kind of facilities that are putting Elizabethport, N. J., in the big time, according to Mangan.

The Piggy Packer now in operation is helping to speed the change in the truck-rail-ship relationships in distribution in and around the vital transport center.

As evidence of what the New York Central thinks the Piggy Packer can accomplish, the railroad is starting to put in 4 additional mile-long tracks in the North Bergen yards. This means capacity for 200 more containers at a time, divided into four 50-car trains. Eventually, plans call for removal

of the temporary and stationary ramps on which present equipment pokes containers on and off separate piggy-back and flexi-van trains.

A couple of more Piggy Packers are on order and the crews are being trained now in the delicate and complicated job of running them from a "bridge" some 20 feet above the ground.

The Piggy Packer rides on front wheels that are more than 6 feet high and on turning double bicycle-type wheels in the rear which are bigger than regular tractor wheels.

To move the machine around the yard, the driver has regular gas and

brake controls, plus 4 buttons to switch from forward to reverse and a lever to give him 4 speeds in both directions.

Alongside the driver are 5 levers as on a construction crane. One lever raises the top jaw up and over the trailer to be lifted on or off a train, another compresses the jaws, another pushes the jaws out or retracts them, another slides them from side to side, and another tilts them so that a container can be held level even if one end is heavier than the other.

The entire machine weighs 97,000 pounds. Its tanks hold 250 gallons of diesel fuel.

NLRB Trial Examiner Upholds Coordinated Bargaining Approach

The principle of "coordinated bargaining" involving 11 unions in last year's negotiations between the International Union of Electrical Workers and General Electric has scored notable recognition through a decision of a Trial Examiner for the National Labor Relations Board.

The Examiner, David London, held that despite the protests of GE, the IUE had a right to select its own bargaining committee and to consult with anyone in carrying out its bargaining duties.

Coordinated Approach

This was in answer to GE's contention that it would not meet with a bargaining committee on which the representatives of other unions sat.

In his decision, Examiner London traced the history of the "coordinated approach" of the IUE and other unions at GE to negotiations with the giant corporation. He could find no "conspiracy, agreement, express or implied," that any of the unions would refuse to sign an agreement unless all did. Instead, he found a simple agreement to inform and consult with one another, with each union maintaining its own autonomy as to what kind of contract it would sign.

In the face of this, GE refused to negotiate with the IUE so long as the members of other unions were present. London found that this refusal was in defiance of a previous Board ruling which held that an employer has no

veto over the membership of a union's negotiating committee.

London also rejected GE's contention that the unions were seeking unlawfully to expand the Board certification of the IUE as representing its membership. He pointed out that all GE had to do to find out whether this was true was to meet with the bargaining committee and "engage in discussions to determine whether the enlarged bargaining committee sought to represent employees outside of IUE's bargaining unit."

T-H Violation

Instead, he said, GE didn't "even begin" to ask for what purpose the "outsiders were appearing and refused to bargain until a court ordered it to do so."

He concluded, therefore, that GE's refusal to negotiate with the IUE Committee, because of the simple presence of other union representatives, was in violation of Taft-Hartley and the company's duty to bargain in good faith.

Bargain on Request

In line with this, London recommended that GE "meet and bargain, upon request of the IUE, with the selected bargaining committee of the IUE, including any representatives of other unions whom the IUE has invited or designated to attend the negotiations for the purpose of participating in the discussion and advising and consulting with the IUE."

Department Merger Not Dead

Congress has been told that the Administration's proposal to merge the Commerce and Labor Department has been delayed but is not dead.

Acting Commerce Secretary Alexander Trowbridge made the statement before the Senate Commerce Committee shortly before the committee approved his nomination as Commerce Secretary early in June.

He told the Senators that the decision to merge the two departments was "on the back burner and won't come before Congress for a year or two."

Trowbridge added it was a decision "that the President believes in and I support."

Cartoons No Basis For Firing

Nasty cartoons of the boss as drawn by a disgruntled worker are not grounds for dismissal, according to a recent National Labor Relations Board ruling.

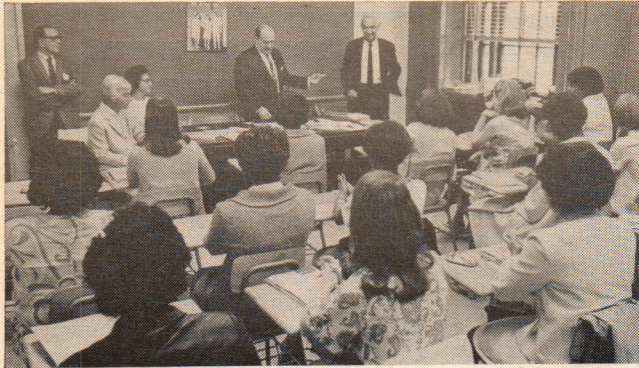
A manufacturing plant worker got irked when the men in his department got 2-cent hourly pay hikes while workers in other parts of the plant received 10 and 15-cent hikes.

So, the disgusted employee created some devastating cartoons of the company president, drawing them on the lampshade over his machine. The worker was fired when the foreman saw the cartoons.

An NLRB trial examiner upheld the discharge on the ground that drawing cartoons was not protected by freedom of speech. But the Board reversed the trial examiner, saying:

"These cartoons couldn't reasonably be construed as anything more than an expression of the employees' dissatisfaction by pointing up the disparity between the company president's professed love for his employees and the alleged meagerness of the wage increase."

The Board, in effect, told the worker he could draw all the caricatures of the boss he wanted—in view of the circumstances—and issued an order restoring him to his job with 15 months' backpay.



Joseph Trerotola, International Vice President and head of Teamster Joint Council 16 in New York City, is shown launching a 12-week program on "careers in nursing" sponsored by the Council and management trustees of Teamster Welfare Funds at New York's Montefiore Hospital and Medical Center. With Trerotola before the group is Dr. Martin Cherkasky, hospital director.



Daughters of Teamsters families in New York City listen attentively at the first session of a nursing recruitment program sponsored by Joint Council 16. Speakers give the girls a first-hand report on what it takes to be a nurse and what the career offers them in terms of compensation, conditions, opportunities, and satisfaction in performing a vital service

In New York City

Joint Council Seeks End to Nursing Shortage

Teamster Joint Council 16 of New York City has won national recognition for its activities in recent years in seeking to improve the quality of medical care for Teamster families and all the people in the community.

Now the Joint Council is attacking the problem of a critical shortage of nurses in almost every one of the metropolitan area's 110 medical institutions.

After mulling the problem over with its consultants and health authorities, the Joint Council decided the best place to start was at home and within its own family.

Encourage Nursing

As a result, International Vice President Joseph Trerotola, president of Joint Council 16, mailed a personal letter to the homes of the 164,000 Teamster families in New York City outlining the critical nature of the nursing shortage and urging that teenage daughters be encouraged to take up nursing careers.

Under the auspices of the labor and management trustees of the Teamster Medical Center program, a staff of expert guidance counselors was assembled to provide Teamster children with personal advice and information on all the requirements for pursuing a nursing career. They also were informed of the schools and hospitals

where such training is offered and about funds available to subsidize nursing students, including a free nursing-career program at the Teamster Center in Montefiore Hospital.

Orientation sessions covering a period of 6 weeks were envisioned for the first phase of the plan, but within 10 days of the mailing of Trerotola's letter, the program was expanded to 12 weeks with twice as many teenagers in attendance as first anticipated.

John Hoh, Joint Council 16 vice president, and Frank E. Wolf, assistant director of the Master Truckmen of America—who serve as labor and management co-chairman of the program—report that the nursing shortage in the New York area "constitutes a serious threat to first-rate medical care and must be resolved with immediate measures."

Hospitals Understaffed

They announced that in addition to the Teamster recruiting effort within the ranks of its own members, "we will bring pressure to bear on all city, state, and federal agencies to provide funds, and to release funds already allocated, for the recruitment and training of young people."

It has been estimated that there is a need for 50 per cent more nurses in New York's hospitals. The general hospitals reportedly are understaffed

by as much as 30 per cent in some cases.

Trerotola, in addressing one orientation meeting of 50 girls from Teamsters Union families, pointed out:

"Once you become a nurse, you are helping someone that really needs your help. It should make you feel very, very good."

Firm Guilty Of Refusing To Bargain

It was the same old story when the National Labor Relations Board ruled recently that W. C. Hargis & Son, Inc., of Terre Haute, Ind., violated the Act by refusing to bargain with Teamster Local 144, majority representative, of the same city.

Trial examiner hearings showed the union conducted an organizing campaign at the plant engaged in black topping and oiling road and parking surfaces, and filed a representation petition with the Board.

However, the union withdrew the petition, charging that Hargis & Son refused to bargain in good faith. The examiner found no merit in the company's defense that it refused to bargain because it believed the union did not have a majority in the appropriate unit.



SENATOR YARBOROUGH

"... as presently worded, Senate Joint Resolution 81 limits the right of employees to strike, but does nothing to limit management in its quest for greater profits at the expense of its workers."

Compulsory Arbitration Delayed

But Senate Debate Underlines Heavy Sacrifices of Labor During Wartime

AS THIS issue of the *International Teamster* went to press, the Congress was stalled on legislation to prevent a strike of six railroad shop-craft unions.

Following a 70 to 15 vote in the Senate in favor of the Administration's compulsory arbitration proposal, the House rebelled and voted only an extension of current legislation aimed at keeping negotiators at the table during a 90-day, no-lockout, no-strike truce.

Previous legislation expired June 17th, and only the unions' pledge to keep on the job pending Congressional action kept the railroads operating.

Under the Administration proposal approved by the Senate, a no-lockout, no-strike truce would be in effect for 90 days. It called for 30 days of mediated bargaining among the parties to resolve differences. At the end of the 30 days, the special panel appointed by the President and consisting of five men would have considered possible changes in the terms of the settlement recommended by the previous special panel. The parties would then have had a chance to show what might have been wrong or unfair about the panel's report.

However, at the end of 90 days, if the parties had not reached an agreement on remaining differences, the new panel would have made its recommendations for a settlement. That settlement would have gone into effect for the next two years unless the parties changed it by agreement in the meantime. Strikes and lockouts would have been outlawed during the two-year period.

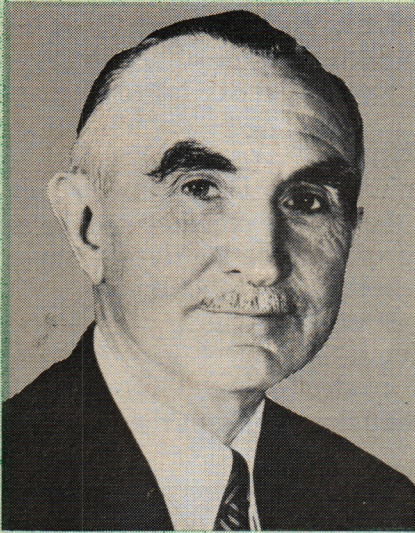
Debate on the Administration, Senate-passed legislation indicated strong House distrust of its compulsory arbitration aspects, plus considerable resentment that the legislation placed all the pressure on labor and invoked no pressure on railroads to negotiate a settlement free of government interference.

Votes on various amendments in the House underlined the resentments.

One was an amendment proposed by Rep. Brock Adams (D.-Wash.) and John D. Dingell (D.-Mich.) which would have provided for seizure of the railroads in the event of a strike.

Strong support developed for an amendment by Rep. Claude Pepper (D.-Fla.) which struck out the compulsory arbitration clause of the bill and left the 90-day postponement of strikes and lockouts in.

The shop-craft unions welcomed the House



SENATOR MORSE

"... the new crisis in the Middle East, with its world-wide ramifications for international transportation of goods has emphasized the concern of the U.S. that there not be a tie-up in transportation while the war is in progress in Asia."

vote as strong support for their contention that compulsory arbitration will mean the end of free collective bargaining. There was also some hope that the railroads would back down on their adamant position in negotiations if they become convinced that the Congress is not in the mood to bail them out of the situation.

With the assurances of the shop-craft unions that they would not strike until Congress has acted, the Senate showed no hurry about meeting with House conferees to work out the differences between the two proposals. Instead, the Senate busied itself with the debate over the proposed censure of Senator Dodd.

Nevertheless, action of the Senate in passing the Administration's compulsory arbitration resolution served one constructive purpose.

It graphically demonstrated once again that the welfare of working men and women of the nation is highly geared to peace—not to war.

Throughout Senate debate on the Administration's plan for compulsory arbitration, the war in Vietnam was central to the theme that the nation cannot permit a strike against the railroads. As the debate raged, war broke out in the Middle East between the Israelis and Arabs, and the crisis there gave increased impetus to the argument for labor peace at all costs in the rail dispute.

Senator Wayne Morse (D.-Ore.) gave expression to the war-related plea for the compulsory arbitration resolution:

"The new crisis in the Middle East, with its world-wide ramifications for international transportation of goods, has emphasized the concern of the United States government that there not

be a tie-up in its own transportation system while the war is in progress in Asia," Morse declared.

Thus, because of war, the right of workers to strike was confiscated in the Senate. Workers on the railroads were drafted into service, while the carriers were left free to profiteer from the war.

Fifty years ago, in the June 1917 edition of the *International Teamster* magazine, the position of the working men and women in war time was clearly outlined. Said that magazine:

Wage Earners Lose

"We maintain that it is the fundamental step in preparedness for the nation to set its own house in order and to establish at home justice in relations between men. Previous wars, for whatever purpose waged, developed new opportunities for exploiting wage earners.

"Not only was there failure to recognize the necessity for protecting rights of workers that they might give that whole-hearted service to the country that can come only when every citizen enjoys rights, freedom and opportunity, but under guise of national necessity, labor was stripped of its means of defense against enemies at home and was robbed of the advantages, the protections, the guarantees of justice that had been achieved after ages of struggle.

"For these reasons, workers have felt that no matter what the result of war, as wage earners they generally lost."

In 1967, 50 years later, the situation has not changed.

The rail unions were fully aware that work-

SECRETARY WIRTZ



An advocate of the Administration's compulsory arbitration plan, Secretary of Labor Willard Wirtz calls the plan "mediation to finality." By any name, the plan confiscates the right to strike.



SENATOR JAVITS

This New York Republican introduced an amendment in committee which would have enabled the government to undertake a token seizure of the railroads. Javits' amendment was defeated by a vote of 15 to 1 in committee.

ing men and women bear the burden of war, both through loss of rights in collective bargaining and the unproportionate drafting of their sons in comparison to the drafting of college-deferred sons of management. The rail unions offered a plan to keep shipments vital to the health and defense of the nation moving, but the Departments of Defense and Transportation rejected the plan as "unworkable."

Organized labor had urged an amendment to the resolution under which the U. S. would impound or hold rail revenues during the time the government-imposed compulsory arbitration was in effect.

Introduced by Sen. Ralph Yarborough (D.-Tex.), chairman of the Senate Labor Subcommittee, this measure was turned down by a 59 to 23 vote.

Sen. Edward Kennedy (D.-Mass.) charged that the Administration plan was loaded against labor and offered an amendment calling for government seizure of the railroads during the 90-day period. His amendment also would have given the mediation board power to keep or return profits to the railroads and retroactive pay to the unions. This amendment lost 64 to 22.

Although there was minority expression in the Senate to the proposition that management as well as labor bear the responsibility of keeping the rails operating on behalf of the war effort, that expression fell on deaf ears of the majority.

Senator Yarborough, in his remarks supporting his amendment for seizure of rail profits, outlined labor's dilemma in wartime. He said:

"As presently worded, Senate Joint Resolu-

tion 81 limits the right of employees to strike, but does nothing to limit management in its quest for greater profits at the expense of its workers. The excuse for this double standard is often heard as the war in Vietnam.

"I stand second to no man in my desire to insure the proper supplying of our boys, no matter how they got there. The vote on this joint resolution will not be a vote for or against the war in Vietnam. That is a smokescreen that gets around the real issue.

"As we are now fighting an undeclared war, and a second war is possible at any minute, I agree it would not be in the national interest to have a cessation of railroad operations.

"However, if the national interest is to supercede labor's right to strike, should not the national interest also impose some burden upon railroad management?

"... reference was often made to the situation which prevailed during the Second World War. However, it was not until the last day of the hearings that it was brought out that during World War II, while there was no-strike, no-lockout agreement, there were also excess profits taxes and price stabilization.

"Have we heard of any proposal for price stabilization here, any effort to say the railroads cannot change their rates? Have we had any proposal for excess profits legislation to take some of the profits out of war?

"No, it binds down only labor, and says to management:

"'Make all you can.'

"Our amendment would not stop the rails from running. We would merely say that some little burden shall be placed on management, so that there will be some incentive to settle this dispute.

"Why do we ask labor to give up its right to strike, but not ask for anything in return from management? I do not have the answer, but I do not think this type of unequal treatment is proper.

"I presented to the committee what I thought was a fair amendment. It provided for fiscal seizure, not of all the moneys, but of profits only.

"It provided that the companies would be paid all operating expenses, and all fixed charges, including taxes and interest.

"The profits would be held by the Comptroller General, who would decide what was a fair profit. It would not stop a company president's

salary, even if he were earning \$150,000 a year.

"It would not stop the payment of operating expenses. Only what was determined as net profits would be seized," Yarborough said.

Senator Jacob Javits (R-N.Y.) introduced an amendment which would have enabled the government to undertake a token seizure of the railroads. This lost 15 to 1 in committee.

The subcommittee also rejected a proposal which would have given the President the choice of seizure or let the decision of the special panel take effect.

The only thing that passed was the confiscation of labor's right to strike. And, once again, as all men struggle unsuccessfully with their moral obligation to stop wars, the working men

and women find themselves supporting the war effort with their sacrifices while management is allowed to reap increased profits.

Everyone will agree that war is a dirty business. Yet, if the Senate prevails on compulsory arbitration, it is clear that only the troops and working men and women get dirty. For management, war presents increased possibilities for profits, and yet another opportunity.

It presents the opportunity to exploit its workers and strip away the rights which labor has won by struggles over the ages.

Ask the railroad worker. He is in jeopardy of losing his right to strike, a right he thought he had secured over the years by blood, sweat and tears, and the deaths of countless brothers in those struggles.

New Center Needed

Food Distribution Study Urged By Teamster Joint Council 42

Teamster Joint Council 42, representing 130,000 members in Southern California, has urged the Los Angeles mayor and city council to initiate a study of the food distribution needs in the metropolitan area.

The joint council wants the city government to determine in its own mind whether there is need for construction of a modern food warehousing and distribution center.

The Teamsters, along with produce market tenants, the mayor's office, and the Los Angeles Economic Development Board, have been discussing the need for such a complex for some months.

"The time has now come to act," said Ted Merrill, president of the joint council. "Since practically every ounce of food consumed by the residents of this area is handled by Teamsters, we feel a great responsibility in this matter."

Merrill added that he foresaw "dangerous problems for the community, for the industry, and for our members if intelligent planning is not applied to our food distribution needs at once."

Only an in-depth study can answer questions regarding location, size, type of foods to be handled, and financing of such a food center, according to Merrill.

Noting that there are many agen-



Ted Merrill

cies geared to make a highly technical examination of the problem, Merrill said:

"Once that is completed, we'll know where we stand. What we do know at this point is that helter-skelter dispersion of warehouses, increasing traffic problems, and the geometric population growth in the area forecast strangulation for the food distribution industry unless something is done."

Following is the complete text of a Joint Council 42 resolution delivered

to the mayor and the city council:

"The astonishing growth of the Los Angeles metropolitan area during recent decades has resulted in bountiful rewards for its citizens, but it has also produced many serious problems. One of the most pressing of these problems is that of food distribution to the 8.5 million citizens in the Los Angeles basin.

"The inadequacy of the food warehousing facilities in Los Angeles has become increasingly apparent. More and more companies are moving out of the central area because of serious bottlenecks in outmoded facilities and because of soaring real estate prices. Inefficiency and higher costs are the result. If further losses are to be avoided, it is essential that the community immediately begin planning for our future needs in food warehousing and distribution.

"Joint Council of Teamsters No. 42 therefore resolves to most urgently request, in the name of its 130,000 members, their families, and the welfare of the community at large, that the City of Los Angeles immediately take steps to initiate an in-depth study by appropriate agencies, of the food distribution problems of this area, with the aim of establishing a Food Center capable of serving the needs of our citizens during the foreseeable future."

● Teamster Organizing

Teamster local unions took part in a third of all single-union representation elections conducted by the National Labor Relations Board last April—and won more than a third of all such ballots won by all unions combined.

The astounding Teamster organizing record was made all the more indelible by the fact that 1 of every 5 workers choosing unionism in April went Teamster.

NLRB statistics for the month reveal there were 367 single-union ballots and the Teamsters were on 197 of them. In all, unions won 217 single-union elections and the Teamsters accounted for 125 of the total.

Altogether, some 14,177 employees were eligible to vote in all the single-union balloting and 2,776 went Teamster.

● 'Consumerism' Attacked

Charles G. Mortimer, chairman of the General Foods Corp., executive board, recently attacked the "mounting zeal" to provide more protection for consumers as "consumerism."

Addressing the semi-annual Business Council, Mortimer declared "consumerism" will weaken business which is "the backbone of our economic strength."

He urged the business community to spend money to combat "the implication that without government protection, businessmen would be conscienceless and consumers would be helpless."

● Southern Hunger

The extent of poverty and hunger in the so-called Deep South may be seen in the statistics of fiscal 1965 federal aid in terms of food distribution to Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, and South Carolina.

While the total food distribution budget in federal funds was \$681,934,502 for all 50 states, the 8 states named received \$157,093,333 or almost 25 per cent of the sum.

The breakdown of federal food money received in the Deep South; Alabama \$18.5 million; Arkansas \$16.3 million; Florida \$19.9 million; Georgia \$18.6 million; Louisiana \$24.3 million; Mississippi \$23.2 million; North Carolina \$26.1 million, and South Carolina \$10.2 million.

● Federal Employment Age

The federal government has lowered its general hiring age from 18 to 16 to give school dropouts more chance to work.

The Civil Service Commission announced the new minimum age requirements for the employment of high school students and non-high school graduates in the competitive civil service.

"A non-high school graduate who is 16 or 17 years old," said the commission, "may be employed if he has successfully completed a formalized training program designed to prepare him for gainful employment."

● Suburban Sprawl

"Every year at least a million acres of farm land are being chewed up by bulldozers and entombed beneath asphalt, concrete, and brick," said Agriculture Secretary Orville L. Freeman recently.

Complaining about "suburban sprawl" in an address to home builders, land developers, suburban planners, and public officials, Freeman said:

"Flooded basements, inoperative septic tanks, cracked walls, collapsed foundations, and eroded yards—which cost individuals and communities millions of dollars every year . . . are the toll levied by ignorance and abuse of the land."

● Union Decals

An examiner for the National Labor Relations Board ruled recently that there is no unfair labor practice involved when employees place union bug decals on safety hard hats issued by the company.

The case involved Standard Oil's Western Operations, Inc., in California, and the Oil, Chemical, and Atomic Workers AFL-CIO.

Two OCAW members were suspended for refusing to comply with a management request to remove the union decals from their hard hats. However, the company had no objection to union insignia worn on other parts of their work clothing.

● Excess State Income

The various states took in \$4.2 billion more in revenue than they spent in 1966, according to the Commerce Department.

Revenues of the 50 states in fiscal 1966 totaled a record \$55.2 billion, an increase of 13 per cent over the previous year. Expenditures in the same period totaled \$51 billion, an increase of nearly 12 per cent.

Some \$12.2 billion of the states' income came from the federal government. Of outgo, the states' largest chunk was \$17.7 billion for education. They also spent \$10.3 billion on highways, \$6 billion on welfare, and \$2.6 billion on hospitals.

● Striker's Vacation

An employer can be required to pay striking employees vacation benefits even if the vacations are not formally written into the contract.

This was the sum of a recent ruling by the U.S. Supreme Court involving a company in Savannah, Ga., where strikers asked for their vacation pay and were denied it by the company.

Said the court: Labor law prohibits an employer from discriminating against union members to discourage membership and "there is little question that the result of the (company's) policy was discrimination in its simplest form."

● Power Padding

Sen. Lee Metcalf, Montana Democrat, told the Senate Commerce Committee recently that the major power companies overcharged consumers some \$600 million in 1965.

He said that the power companies use their own accounting procedures to cover up the extent of their earnings, especially to pad their rate base upon which earnings are allowed.

For example, said Metcalf, "There's enough padding in Montana power's rate base to make Twiggy look like Santa Claus."

● Company House Rent

A National Labor Relations Board examiner ruled recently that the matter of rent charge for company-owned houses is a condition of employment and therefore is a mandatory subject for collective bargaining.

Involved in the case were the American Smelting & Refining Co., and District 50. The company decided to up rents and refused to negotiate the matter as requested by the union, calling it a "management prerogative."

Looking back in old Board decisions, the examiner concluded that company housing is viewed as "an integral part of the employment relationship . . . necessarily included among the conditions of employees' employment and bargainable as a condition of employment."

● Prescription Influence

Pharmaceutical houses spend an estimated \$800 million annually trying to get 200,000 physicians to use their drugs when writing prescriptions.

Dr. Richard Burack, a Harvard Medical School professor who recently wrote a book on the subject, says that "something in the range of \$3,000 to \$4,000 annually is spent on each individual doctor in an effort to influence his prescribing habits."

● Railroad Tears

The nation's railroads are dragging out their soggy crying towels again, this time to prove they need a general freight rate increase of about 3.3 per cent.

According to "sworn" statements collected by the Association of American Railroads, only 2 of the

28 railroads—representing about 86 per cent of all railroad revenue in the U.S.—expect to end the year with profit gains.

Missing from the columns of earnings figures, however, are the non-rail operations such as real estate and oil in which many railroads have big investments that return huge earnings.

● Revolving Credit

One of the bones of contention in the truth-lending legislation about to be taken up by the Senate Banking Committee centers around the practice of revolving credit.

The purpose of the legislation is to force sellers to divulge the annual rate of interest charged for credit. Department store magnates and other large businesses that offer revolving credit plans are still fighting to have this type of account eliminated from the bill's provisions.

The cost of revolving credit is usually stated as 1.5 per cent a month. Actually, as multiplied by 12 to find the annual interest rate, the real figure is 18 per cent.

● Driver Register

Officials say effectiveness of the National Driver Register Service of the Bureau of Public Roads has increased remarkably since passage of the Traffic Safety Act of 1966.

The law permits states to furnish information on the suspension, revocation, or refusal of any local jurisdiction to issue a driver's permit for any cause, including physical or mental incompetence.

The register service started in 1961 and now, according to Wendell G. Eames, director, has on file the records of 1,135,000 problem drivers.

● Truck Theft Alarms

Several electronic devices are being developed to protect tractor-trailers from theft and to prevent pilfering of cargoes.

One such device is a transmitter that can be placed inside the trailer with the cargo. If someone tampers with the cargo at the terminal, the transmitter broadcasts beep warnings that are picked up by a receiver in the office.

Another device, concealed in the vehicle, permits pinpointing of the vehicle anywhere within a 60-block area. It operates on a radio direction-finding principle.

● High Home Prices

Propaganda that the rising cost of homes is due to high labor costs was debunked recently by the AFL-CIO Building and Construction Trades Department which has done considerable research on the subject.

"From 1944 to 1964," the department said, "the cost of labor going into a new home dropped from 29 per cent of the sale price to 18 per cent. Material costs decreased from 45 to 38 per cent.

"But land costs in the same 20-year period jumped from 13 to 26 per cent. In addition, sales, equipment, financing, profit, and services combined increased from 13 to 19 per cent of the house cost."

WHAT'S NEW?

Anti-Fatigue Charge

The scientists seem deadly serious about positive or negative charges in the air we breathe as a contributing factor to health and alertness. While there is some disagreement about whether the positive or the negative charge is what's needed, everyone seems to agree that electricity in the air does have an effect on the human machine.

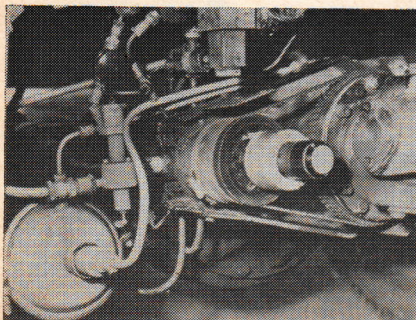
Now a manufacturer is introducing a device for charging the air in vehicles. This one leans toward the positive charge theory, and the claims are that it will slow down the rate of fatigue to that of the great outdoors. The inventor of the device, Dr. Cristo Cristofv, claims to have found that the cab shields occupants from the natural positive charge of nature.

Dr. Cristofv is no nut—his work with the electromagnetic waves created by powerful explosions has led to our system for detecting nuclear explosions anywhere in the world.

Tired or not, however, it seems likely that few people will have Dr. Cristofv's air charger for a while. It's going to be priced at about \$130.

Anti-Wheel Lock Device

A method of preventing the rear wheels of a semi from locking when the brakes have been applied has been developed in England. It uses a combined air and hydraulic system for



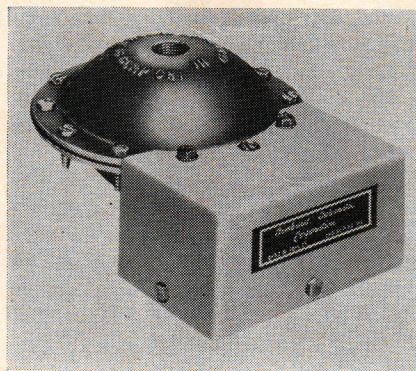
applying braking pressure, incorporating a unit that senses when the wheels are about to lock or skid, and makes appropriate adjustment in the braking force by overriding driver pressure on the brakes. This auto-

matic control is exerted through the hydraulic portion of the system, by varying the volume. Normal braking force from the pedal is applied to the hydraulic master cylinder by the air pressure system.

The sensing unit is driven by the transmission. When it detects the beginning of a skid, a valve opens to exhaust braking air pressure from a first stage in the system, and if skidding tendencies continue, a second stage, triggered by a relay-type valve, also comes into action to further reduce braking pressure on the master cylinder. Braking pressure is maintained at all times below slipping torque.

Oil Pressure Sensor

A new oil pressure sensing device requiring no electric power has been introduced for heavy equipment. Diesel engines are especially vulnerable to engine damage from oil pres-



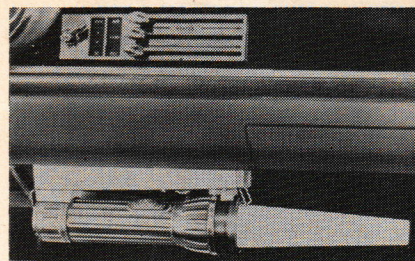
sure drop before it can be detected. By the time low oil pressure is reflected in standard gauges, the damage is likely to have been done. Oil in a diesel provides a primary piston coolant. Low oil pressure under engine load can be a cause of cylinder damage or complete seizure.

The sensor detects low pressure instantly, and provides for automatic engine cutoff after the drop reaches a preselected point. It controls engine loading by retarding the governor in proportion to oil pressure drop. Also available are sensors for cooling systems.

Self-Charging Flashlight

A marriage of the new nickel-cadmium batteries with a solid state charger keeps this emergency and utility flashlight at a constant state of readiness. To avoid running the bat-

tery down when the generator is not turning over, the charger incorporates an automatic charge rate reducer



which cuts the current drain from 100 milliamps to 8 when the switch is off—less drain than a standard auto electric clock.

A small red light at the base of the recharging unit visually indicates when the high rate of charge is on, for an added precaution. The unit is available in either 6 or 12 volt models. The cells, the maker claims, will last hundreds of hours, and will operate in extremely cold climates where standard dry cells would almost stop working. A red snap-in fluorescent warning wand comes with the light, which is available in two or three-cell models.

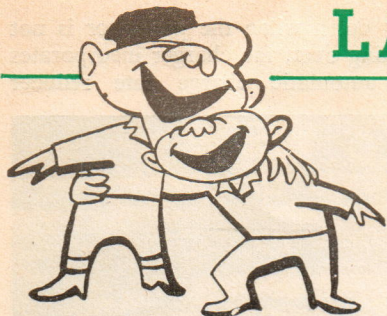
Anti-Seize Compound

This lubricant and anti-seize compound comes in a convenient aerosol spray can for easy application, making it possible to reach areas almost impossible to hit with a brush. The material also offers protection over a wide range of temperatures from 297 degrees below zero to 2200 degrees above.

The material will not dissolve in salt water or fresh, and has a strong resistance to galvanic action. It is unaffected by such chemicals as alkaline solutions, and most gases, including propane, freon and nitrogen.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Enthusiastic

Harris, a prominent businessman, was especially interested in the rehabilitation of the insane. On a visit to the local asylum, he happened upon one of the patients lying a new brick walk. Harris was amazed at the professional calibre of the work, said so, and asked him: "How are you getting on here?"

"Oh, fine," the inmate replied, "the doctor says I should be able to leave here soon."

"Well," Harris answered, "how would you like to work for me?"

The inmate enthusiastically said he would and Harris said he would arrange Friday to hire him."

Harris had gone only 30 feet when a brick struck him a stunning blow on his head. As he painfully picked himself up, he heard the bricklayer happily shouting:

"You won't forget Friday, will you, Mr. Harris?"

Smarter Now

She: "You used to say I was all the world to you."

He: "Yeah, but my knowledge of geography was so limited then!"

Frank and Ernest

"Johnny, I hate to tell you, but last night at the party your sister promised to become my wife. Can you forgive me for taking her away?"

"Shucks, that's what the party was for."

Good Start

As they walked home together, Tom told Fred he was going to give his wife a serious talk on economy.

When they met again next day, Fred asked:

"Well, did you give the missus that economy lecture?"

"I did," replied Tom.

"Any results?"

"Yes—er—I'm going to give up smoking."

Held Over from New Year's

A most worried and expectant father-to-be sat in the hospital waiting room. His wife had been in the delivery room since early morning. It was New Year's Eve.

The doctor suddenly popped into the tense waiting room and announced: "Your baby's due any minute. Now I could slow the delivery a bit, so it'll be the first baby born in 1967. You know the two merchants put up \$75 worth of prizes for the first baby of the year."

"Get back to work," pleaded the weary waiter, "I want that \$600 tax deduction for THIS year!"

School Reunion

Former Senator Paul Douglas, as guest on "Face the Nation" over CBS Radio, once found himself questioned before the broadcast by CBS News correspondent Griffing Bancroft. "Mr. Bancroft," the ex-economics professor at the University of Chicago smiled, "You used to be in one of my classes and now I suppose you're just thirsting for the chance to show up your old teacher." Bancroft, a mild-mannered and kindly man, blanched at the very thought. "Oh, no sir," he replied. "I appreciated the instruction you gave me. Today you'll be able to tell whether I learned anything."

New Definition

Taxpayers, we are told, are people who don't have to take a civil service examination to work for the government.

It Doesn't Mater

He: "Will you marry me?"

She: "Yes, dear, if you want me to. But I think I should tell you—I'm a vegetarian."

He: "It doesn't matter, darling. One church is as good as the next, I've always said."

Perfectly Safe

"Do you think I could lead a good christian life here in the city on \$20 a week?" the young man asked a minister on arriving in New York.

"My boy, that's all you could do," replied the minister.

Very Thoughtful

He was a wealthy but niggardly guest and as he was leaving the hotel after a month's stay, the servants who had waited on him hand and foot were clustered about, waiting for their tips. The stingy one barged past them and to his waiting car. But the hotel porter who had opened the door for him thrust out an expectant palm.

"You're not going to forget me, sir?" he grinned anxiously.

The departing guest grasped the outstretched hand, "No, my boy," he said in a voice charged with emotion, "I'll write you."

Nothing Lacking

The fire and brimstone preacher had reached his climax, "On that dreadful Judgment Day," he shouted, "there will be weeping and wailing and gnashing of teeth!"

A little old lady in the back stood up.

"Reverend," she said, "I ain't got no teeth."

"Madam," he yelled back, "teeth will be provided!"

Stop and Think

Don't smoke in bed—the next ashes that fall on the floor could be your own.

Modern Approach

A sixth grade pupil was experiencing more and more difficulty with arithmetic. "I want to give it up, pop," he pleaded. "It ain't no use anyway."

The father was properly horrified. "No use!" he exclaimed. "Do you want to grow up an ignoramus and not be able to figure football scores, batting averages and racetrack odds?"

Cruel Fate

Enthusiast—"We have so many health food enthusiasts in this town people seldom get sick. Our people never die."

Leary Visitor—"But what is that funeral procession passing by?"

Enthusiast—"Oh, that's the end of our undertaker. He starved to death."

Mr. Brown Might Do

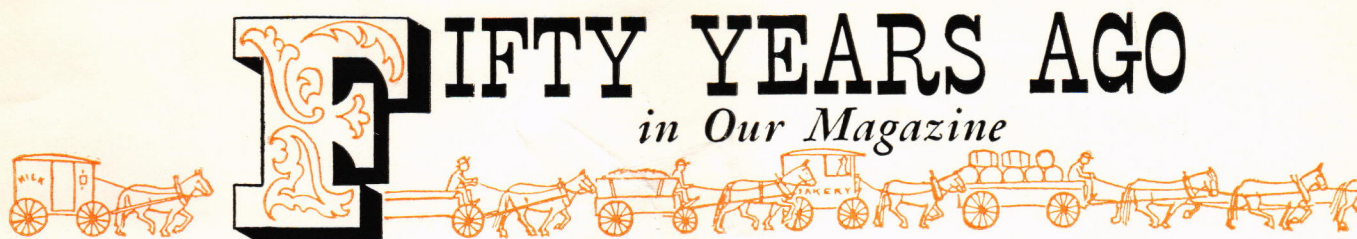
"Is this Peabody, Finchley, Longworth and Fitzgerald?"

"Yes, this is Peabody, Finchley, Longworth and Fitzgerald."

"I want to speak to Mr. Smith."

FIFTY YEARS AGO

in Our Magazine



Vol. XIV

(From the July, 1917, issue of the TEAMSTER)

Number 7

Local 705 Gets \$1.50 a Week

Local Union No. 705, Truck Drivers of Chicago, was given, voluntarily, \$1.50 per week increase on its wage scale by its employers since the last issue of our journal. Their agreement would not expire for three years and the local union did not endeavor to break their agreement or force the reopening of said agreement, but the employers, realizing the increased cost of living and that the wages the men were now receiving were not sufficient to meet this condition, voluntarily increased the wages of the men.

In 1908 the drivers in this local who were driving single teams were getting \$11.25 and double teams were getting \$13.00 and \$14. Today drivers on single wagons are getting from \$16.50 to 18.50, depending on whether the wagon is a heavy single or a light single. Double wagons are getting \$19.50; three-horse wagons, \$21.50; four-horse wagons, \$22.50.

A Tough War For The English

Hon. James Thomas, MP and British Railwayman, Tells What It's Like

When we as a nation committed ourselves by treaty obligation to the protection of gallant little Belgium, we as a labor movement were brought face to face with this fact, that here is a discharging of the obligation.

In the first eighteen months of the war over four millions of our men volunteered for the front. The spirit of those men was a magnificent spirit. The spirit of those men showed the highest possible form of patriotism, but with four million men taken out of industry it was clearly evident that some change had to be made, with the result that the government called into conference the trade union leaders and executives of every trade and industry, and said to them, "We are now faced with this problem, that women must go into industries

in which previously they had been excluded. Women must go and bear some portion of this burden and we want you, as a labor and trade union movement, not only to agree to these changes, but to render all the assistance you can to the women when they come in."

We first made a condition that wherever a woman was engaged in taking the place of a man, her presence would not prejudice or interfere with the right of a man to take his place when he came back from the fighting line.

Secondly, we felt it was a duty to those who had volunteered that they should not find, when they came back, that women's labor had reduced the standard of their work.

But, sir, other difficulties

arose. It was very soon discovered that our men were not having a fair chance. We Britishers never complain about being beaten in a fair fight. I do not think you Americans would complain about being beaten in a fair fight; but you, with us, I believe would complain if you were beaten and never had a fair chance. We found that our men were facing guns and high explosives at the front, with all the hell and the hammering that they were getting and never had a chance to get back.

The government said, "Our difficulty with regard to munitions is this, that if every skilled man in the country was to work twenty-four hours per day there would still be a shortage.

Not only was our difficulty in supplying munitions to our own people, but supplying them to the other allies as well.

I am not going to disguise the fact that there are men in all countries who are prepared to take advantage for their own personal aim; they are not limited to any one class; they are not limited to workers any more than they are limited to employers. There are vices and virtues in all kinds of people; but, friends, when we talk about sacrifice, if you could only visit, as some of us have done, the battlefields of France and Flanders, you would really appreciate what sacrifice really meant.

To the worker I would say that there is something higher than mere material gain, and if both sides approach the question in that spirit we will find a reflex when the war is over and a better understanding by all sections of people will be reached.

Spare your Horses in Hot Days Ahead

This is the time of the year that is hard on the horses that we drive. Again we want to remind our membership of the necessity of treating with the utmost kindness the horses you drive every day. The horse is the noblest animal of the animal kingdom. He is man's greatest friend and has the highest order of intelligence.

Our membership can do a world of good by realizing that those animals are highly sensitive and respond to kindness more

than they do to punishment and cruelty. During the hot weather spare this friend of our as much as possible. Do not drive him to excess. Be careful about giving him too much water, and also be careful about where he drinks.

A little water many times during the day is much better than a large amount of water once or twice a day. Horses are becoming scarce, and in a few years from now will, perhaps, insofar as the hauling of freight is con-

cerned, be a thing of the past, so for the few years that we will work side by side with this kind animal, treat him as well as you possibly can. Do not stop too long and waste time unnecessarily. This usually forces the man to hurry the horse in order to make up the time lost. You can make better time by driving at a fair rate of speed while on the street, than you can by stopping for a long time in one place and wasting time and then trying to make that time up.



SUMMER VACATION TIME...

**BE PATIENT AND
DRIVE CAREFULLY**

